



Together, Success

At Home • At school • At work



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.

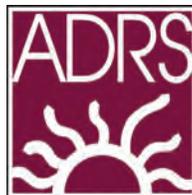
We VALUE maximum acquisition and efficient and effective management of resources and we will:

- 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

Dear Friends,

I am pleased to present "Together, Success," the 2009 annual report for the Alabama Department of Rehabilitation Services.

Though I am always proud of the work done by our department's dedicated staff, I am particularly gratified this year. Despite challenging financial times, our staff at every level and in every division never faltered in providing quality services to Alabamians with disabilities of all ages. I applaud them for their creativity, tenacity, and commitment to our shared goal.



This document is filled with numbers that provide hard evidence of our staff's fine work, but numbers do not tell the entire story. The real story of what we do together is found in the lives of the people spotlighted in these pages.

I encourage you to take a few minutes to read about Catherine Johnston, whose mother died in childbirth. Shortly after she was born, her father was given the devastating news that she would never walk or speak. After receiving services from EI and CRS, though, the little girl is crawling, pulling herself up, eating, and talking. And facing the promise of a brighter tomorrow.

Or spend a moment learning about Tevin Rudolph, who at 2 sustained a traumatic brain injury through a severe beating. Despite a grim prognosis, the youngster can now walk, talk, eat, run, and write. His grandmother credits EI and CRS for the 11-year-old's astonishing – and inspiring – progress.

Meet Jerry Farris, a Pinson man with muscular dystrophy who can't walk and has limited movement in his arms, hands, and fingers. Because of the innovativeness and expertise of our VRS and SAIL/Homebound staff, he is able to live independently and work a full-time job from his own home.

Or get to know Eddie Coleman, who was forced into a nursing home by chronic health problems. Today, with the help of SAIL/Homebound, Eddie is back home with his wife. Living at home is not only better for him, it also saves the state thousands of dollars a year in nursing home costs.

Multiply these success stories hundreds of times over, and you will see that the work our department does each day improves countless lives throughout our state.

Of course, none of these achievements would be possible without our partnerships with school systems, community programs, and other governmental agencies. I extend my sincere gratitude to everyone who works alongside us to make our consumers' success stories possible.

By working together each year, I believe we can always expect success as we pursue our mission: "to enable Alabama's children and adults with disabilities to achieve their maximum potential."

My Dear Friends,

I feel fortunate and honored to have spent another year as chairwoman of the Alabama Board of Rehabilitation Services. Although the state's finances have made this a difficult time, it has given me the chance to see firsthand the creativity, inventiveness, and commitment of this department's staff.

As you read through this year's *Together, Success*, you will learn about the many remarkable successes that have resulted from the efforts of our dedicated staff. You will see that their work changes lives – at home, at school, and at work.



On behalf of the board, I would like to offer my sincere thanks to everyone – from staff to community programs and partner agencies – who plays a role in improving the lives of Alabama's children, youth, and adults with disabilities.

Because of your combined efforts, we – and the people ADRS serves – are able to achieve more!

Alabama Board of Rehabilitation Services



District 1
Stephen Kayes



District 2
Jimmie Varnado



District 4
David Brock



District 5
Russell Brown



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. Through individualized services provided in homes, schools, the workplace, and the community, ADRS pursues its mission: to enable Alabama's children and adults with disabilities to achieve their maximum potential.

Alabama's Early Intervention System

Alabama's Early Intervention System (EI) 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. EI also provides financial and technical support to the 60 community programs that provide direct services to families.

Children's Rehabilitation Service

Children's Rehabilitation Service (CRS) 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, Vocational Rehabilitation Service (VRS) provides rehabilitation, education and employment-related services to more than 45,000 teens and adults with disabilities each year.

Every year, the VRS Business Relations Program provides more than 5,700 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 significant disabilities to make them more independent in the home and, whenever appropriate, to maximize their educational experience.



Johnston Family

Selma

Above – Catherine is surrounded by her team of love and support, from left to right: Joe Johnston, her dad; Dianne Chandler, CRS care coordinator; Sonja Johnston, her grandmother; Clarice Holbrook, special instructor at Cahaba Center Early Intervention; Renee Harris, her nanny; and Tania Baldwin, her district early intervention coordinator
Right – Catherine, who has cerebral palsy, plays with a toy

Like most expectant parents, Joe and Catherine Johnston were excited about the birth of their first child. Then the unexpected happened.

On March 11, 2008, several weeks before the baby’s due date, Catherine was rushed to the hospital with complications from a rare medical condition. One day later, after an emergency Cesarean section, Joe was a single father, faced with the prospect of bringing up his daughter alone.

To make matters worse, the baby, named Catherine in honor of the mother who would never raise her, was not doing well. Because of her prematurity and a lack of oxygen at birth, she spent the first nine days of her life in the neonatal intensive care unit at UAB Hospital. For three of those days, the newborn was under a cooling blanket to minimize damage to her brain.

Still grappling with his wife’s sudden death, Joe was further distressed when one doctor informed him that Catherine would be blind and never walk or talk.

“I was totally devastated,”

Joe said. “It was like I was living a nightmare.”

When Catherine was finally allowed to go home, help was waiting.

Joe’s mother, Sonja, a retired schoolteacher in Bullock County, dropped everything she was doing and moved in with her son to assist him in caring for Catherine.

Soon thereafter, the family

“I had no idea what to do. We followed their lead and they pointed us in the right direction.”

learned about Alabama’s Early Intervention System (EI) and met District Early Intervention Coordinator Tania Baldwin, who connected them with the Cahaba Early Intervention Center.

Diagnosed with cerebral palsy, Catherine now receives occupational therapy, physical therapy, speech therapy, and educational services through the center.

Tania also referred the family to Children’s Rehabilitation Service, where she has a care coordinator and attends Orthopedic Clinic and

Feeding Clinic.

Despite the doctor’s prediction, Catherine’s eyesight is fine, and she is now able to crawl, pull herself up, eat, and talk. She’s a happy baby, who loves people and is surrounded by a huge support system, including four sets of godparents who visit regularly.

Sonja said she is amazed by the support the family has received from the community.

“Usually after a tragedy hits, people just bring food over, and they don’t stay involved,” she said. “That is not the case here. They all have said they intend to be around for a long time.”

As for Joe, he’s grateful for EI.

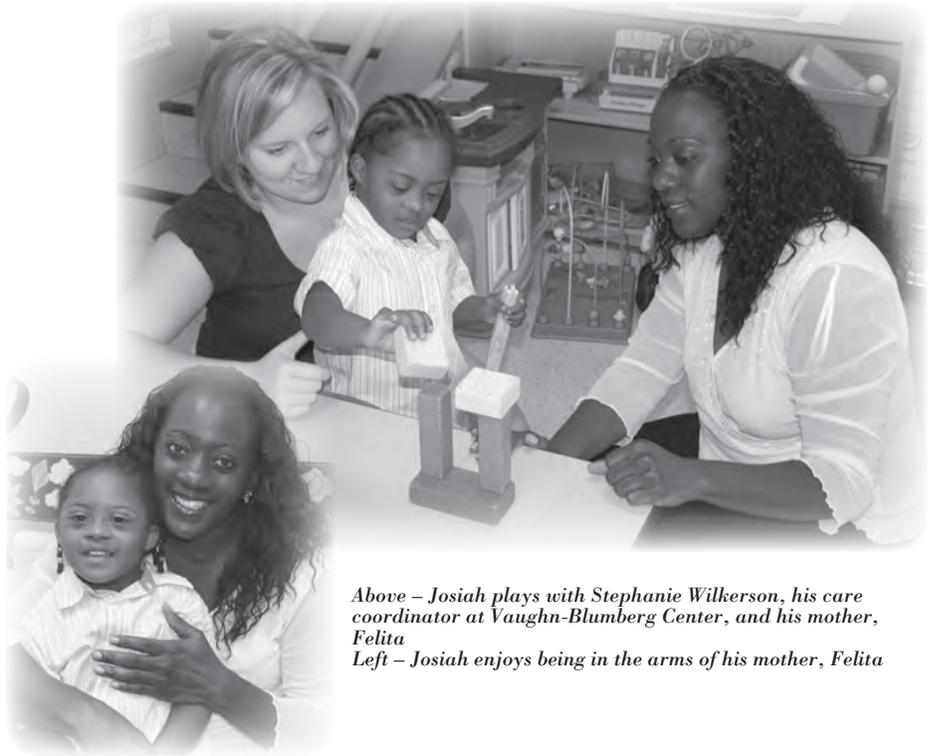
“She was my first child. I had no idea what to do,” Joe said. “We followed their lead and they pointed us in the right direction.”

Partners in success:

- Catherine Johnston and family, godparents, and friends
- Alabama’s Early Intervention System
- Cahaba Early Intervention Center
- Children’s Rehabilitation Service
- Future partner: Vocational Rehabilitation Service (for education or training, employment assistance)

Cody Family

Dothan



Above – Josiah plays with Stephanie Wilkerson, his care coordinator at Vaughn-Blumberg Center, and his mother, Felita
Left – Josiah enjoys being in the arms of his mother, Felita

After Josiah Cody was born, his mother knew immediately that something was different about him.

Shortly after his birth, Josiah, now 3, was diagnosed with Down syndrome. He had all of the characteristics, including the distinct facial features.

He also had the heart problems associated with the syndrome and underwent three heart surgeries as an infant.

“I didn’t know how I was going to take care of him,” Felita Cody said.

Even with the youngster’s health problems, Felita’s anxiety about being able to care for her son did not last long.

She learned about Alabama’s Early Intervention System (EI) and immediately received services through the Vaughn-Blumberg Center in Dothan.

Through EI, Stephanie Wilkerson served as Josiah’s care coordinator, Paige Wells as his physical therapist, Amber Jones as his speech therapist, and Andrea Bergman as his occupational therapist.

“They were very caring and

showed a lot of compassion,” Felita said. “If I had to put them on the scale of one to 10, they would get a 10.”

The team came to her house every week to work with Josiah in his natural environment.

He learned to sit by himself, stand by himself, and was even walking early. For the times when the specialists were not there, they taught Felita how to work with Cody.

“We worked together,” she said.

“I know I couldn’t have made it without them. I can’t thank God enough for blessing me with the staff of Early Intervention.”

“Every week, there was progress.”

Although Josiah has since “aged out” of early intervention and moved into the school system, Felita is still involved with EI. She is the chairperson of the District V Early Intervention Council, which works to raise awareness of EI and its services and connects families to resources, trainings and workshops. She also still attends the yearly

Early Intervention Conference.

Outside of EI, she is part of a group called FRIENDS (Families Reaching, Influencing, Educating, and Networking for Down Syndrome), an organization that strives to provide support for families with individuals with Down syndrome; connect with other families, friends and advocates; and educate others about the condition.

And, she constantly tells people about EI.

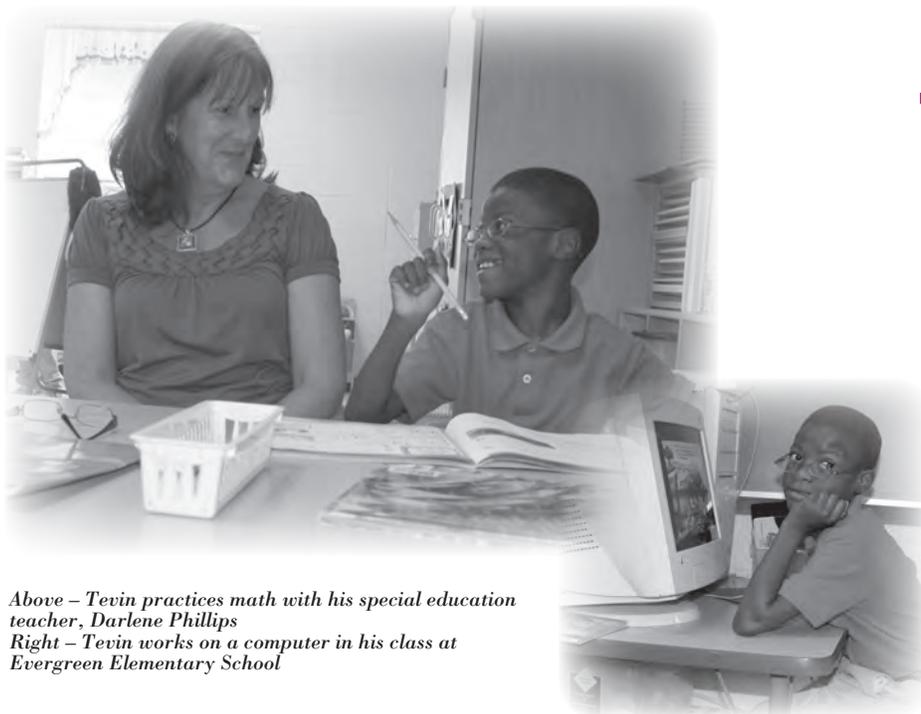
“I know I couldn’t have made it without them,” Felita said. “I can’t thank God enough for blessing me with the staff of Early Intervention.”

As for Josiah, he is very social and outgoing. Felita said she believes he has a bright future ahead of him. She’s also delighted that he became a part of her life.

“I wouldn’t trade him for the world,” she said.

Partners in success:

- Josiah Cody and family
- Alabama’s Early Intervention System
- Vaughn-Blumberg Center
- Future partner: Vocational Rehabilitation Service (for education or training, employment assistance)



Above – Tevin practices math with his special education teacher, Darlene Phillips
 Right – Tevin works on a computer in his class at Evergreen Elementary School

Tevin Rudolph

Castleberry

When Tevin Rudolph took his first independent steps in the hallways at Evergreen Elementary School at 7 years old, there were tears in the eyes of all who saw it.

The pupils and teachers at the school knew the obstacles that he had overcome to be able to walk.

At 2 years old, while living in Mississippi, Tevin was beaten unconscious by his mother’s boyfriend, sustaining a severe traumatic brain injury (TBI).

Following the attack, the toddler underwent five months of rehabilitation in Jackson, Miss. He needed surgery on his eyes, and had to use a tracheostomy tube as well as a feeding tube. He required occupational therapy, physical therapy, speech therapy, and services from a nutritionist.

Meanwhile, his paternal grandparents, Joseph and Annie Rudolph, worked to gain custody of Tevin and his twin brother, Devin. After they were granted custody, the couple moved the twins into the Rudolph home in Castleberry, Ala.

Once in Alabama, Tevin was enrolled in Alabama’s Early Invention System (EI). Specialists from Southwest Alabama Mental Health, an EI program, came to his

home to provide physical therapy, occupational therapy, speech therapy, and special instruction. He also was referred to Children’s Rehabilitation Service (CRS), receiving TBI services through the CRS office in Birmingham and attending Seizure Clinic and Orthopedic Clinic with CRS in Andalusia.

He made progress, slowly, but when he entered elementary school at age 5, he still could not walk, talk, or feed himself.

“I can call CRS at anytime, and they give me the answers I need. I think they have been wonderful.”

At age 7, after years of therapy, he finally began to make steady improvement.

All the while, CRS provided assistance in obtaining a wheelchair, walker, feeding tube, and stander for Tevin.

CRS staff members were also available whenever his grandmother had a question.

“I can call CRS at anytime, and they give me the answers I need,” said Annie. “I think they have been wonderful.”

At school, the pupils and teachers smothered Tevin with love and support. Instead of making fun of him, his classmates were overprotective. His teacher, Darlene Phillips, worked with him for years, providing him with special instruction and education. Since he had “aged out” of EI, the school system paid for the necessary therapies.

Today, Tevin, now 11, is walking, talking, eating, running, and writing.

His grandmother said his success has been a team effort.

“The combination of everyone working together has really helped,” Annie said.

Nancy Robbins, his CRS care coordinator, also credits the youngster’s determination.

“We learned from Tevin as much as he learned from us,” Nancy said. “Every time he falls down, he gets back up.”

Partners in success:

- Tevin Rudolph and family
- Alabama’s Early Intervention System
- Southwest Alabama Mental Health
- Children’s Rehabilitation Service
- Evergreen Elementary School student body, faculty, and staff

Alex Hernandez

Gadsden



Above – Alex, center, poses with his “team,” clockwise from top, Vanessa Broyles, his care coordinator; father José; DeAnna McMurtrey, his former care coordinator; and mother Silvia
Left – Alex kicks a soccer ball around his family’s front yard

When Alex Hernandez was diagnosed with cystic fibrosis, doctors made a grim prediction: He was going to die.

His parents, Silvia and José, weren’t sure how to handle the prognosis.

“You don’t know how to deal with it,” Silvia said. “You want to talk about it, but you’re afraid to talk about it. It’s really all that you think about.”

The family was referred to the Children’s Rehabilitation Service (CRS) office in Gadsden and began attending Cystic Fibrosis Clinic.

Suddenly, Alex’s future brightened. Instead of losing the battle with cystic fibrosis, the youngster, now 11, began a treatment regimen that keeps him alive and thriving.

Vanessa Broyles, his CRS care coordinator, ensures that the family has all of the medications and therapies that young Alex needs. CRS also assists with the cost of the part of the expensive medicine that the family’s insurance doesn’t cover.

Silvia estimates that it would cost the family between \$5,000 and

\$6,000 monthly to pay for Alex’s treatment.

“We’re so grateful for CRS’ help,” she said. “We couldn’t have done it on our own.”

Alex follows a complex treatment routine every morning to control his cystic fibrosis, an inherited disease that causes thick mucus to build up in his lungs and digestive system.

“We’re so grateful for CRS’ help. We couldn’t have done it on our own.”

He begins the day with an inhaler to relax the muscles in his airways and increase air flow to his lungs. He then puts on a breathing device called a nebulizer, which allows him to inhale medicine through a mouthpiece while breathing naturally. Next, the sixth-grader dons a special vest that clears his airways. He wears the vest daily for 30 minutes, usually while watching TV. Lastly, he uses a second inhaler that decreases irritation and swelling in his airways.

Though Alex now realizes that

his daily regimen improves and prolongs his life, there was a period when the youngster refused to take his medications.

It was during that time that a series of tragedies struck the family. His younger brother, Michael José, died at 11 months from complications associated with cystic fibrosis. Alex was hospitalized for surgery. His grandfather died. The youngster became afraid of dying.

After receiving some intense counseling, though, he’s moved beyond his fears and is ready to live a rich, full life.

“He’s a completely different kid,” Silvia said. “He likes to play again and be around people.”

When he’s not in school, Alex participates in a local soccer league and even is considering playing the sport professionally.

Suddenly, the future is bright.

Partners in success:

- Alex Hernandez and family
- Children’s Rehabilitation Service
- Future partner: Vocational Rehabilitation Service (for education or training, employment assistance)



Nick Sandlin

Gardendale

Above – Nick works on a lawn mower engine while his automotive tech teacher, Kelly Gibbs, observes
Right – Nick tries out his communication device, the DynaVox V, with the assistance of Karen Baggett, his CRS speech-language pathologist

Nick Sandlin has always had a good life.

He hunts, fishes, and has a 1966 Mustang that he takes to car shows.

But two years ago, his mother began to worry about where he was headed after high school.

Nick has athetoid cerebral palsy, has hearing loss in both ears, and is not verbal.

“We were to the point where we didn’t know where his future was going,” said Annie Sandlin. “We really needed some direction.”

For that, his mother took him to Children’s Rehabilitation Service (CRS).

Nick’s case was assigned to Social Worker Cassie Sigler-Allen, who became his CRS care coordinator.

She referred him to CRS’ Teen Transition Clinic, where the young man was given a vocational evaluation that revealed that he had a passion for cars and should consider a career in the automotive field.

Armed with information on the teen’s interests, his mother approached Kelly Gibbs, the automotive tech teacher at Gardendale High School. The two

discussed Nick’s disability and ideas for helping him succeed in the class.

Two years later, Nick is one of Mr. Gibbs’ most enthusiastic students.

“Nick runs to class,” the teacher said. “I wish everyone I teach had his attitude.”

In the class, Nick is learning the basics of being a mechanic. Because he has limited use of his arms, though, he works almost exclusively on small engines.

“The overall support has been wonderful. No matter what I need, or what I ask, they’ve always been there to help me.”

To supplement his classroom training, the school has agreed to pick up the tab for a special small-engine training program that includes videos and tools.

To improve his communication, Nick attended CRS’ Hearing Aid Orientation Clinic and Hearing Clinic. Laura Rhodes, a CRS audiologist, worked with him to get an iCom, a Bluetooth receiver that transmits a signal directly to his hearing aids.

Nick also attended Augmentative Communication Technology (ACT) Clinic to find a communication device that meets his needs. After looking at different models, the teen-ager chose and CRS helped purchase a DynaVox V, a gadget that is so small he can carry it with him wherever he goes. Karen Baggett, his speech-language pathologist, set up the device for wireless Internet access. Nick also uses the keyboard on the device for schoolwork. A fellow student sits and talks with him three times a week, helping him to become more adept at using his DynaVox.

Annie said that Nick has developed and grown immensely since joining the ADRS family.

“It’s been awesome to see how much he’s matured,” she said.

And she has nothing but praise for CRS.

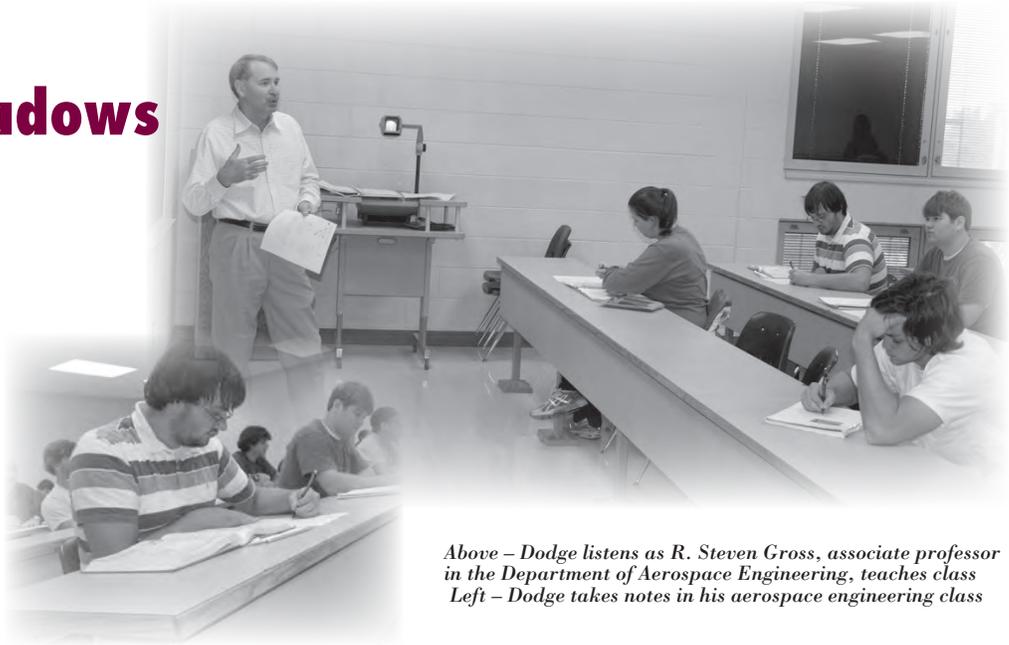
“The overall support has been wonderful,” she said. “No matter what I need, or what I ask, they’ve always been there to help me.”

Partners in success:

- Nick Sandlin and family
- Children’s Rehabilitation Service
- Gardendale High School staff
- Vocational Rehabilitation Service

Nathan Meadows

Auburn



Above – Dodge listens as R. Steven Gross, associate professor in the Department of Aerospace Engineering, teaches class
Left – Dodge takes notes in his aerospace engineering class

The parents of Nathaniel “Dodge” Meadows were running out of ways to handle their son’s behavior.

They gave him the medication prescribed for his attention deficit disorder (ADD) and took him to doctors, therapists, and psychologists.

Then, when the young man was a high school freshman, a friend of his mother recommended she take him to a Birmingham clinic that specializes in autism spectrum disorder. After an evaluation, Dodge was diagnosed with Asperger’s syndrome.

“It was kind of an ‘a ha’ moment,” said his mother, Charlotte. “It was a relief to know that there was something else that we could address.”

Charlotte, a Montgomery County School Board member, purchased books on Asperger’s and even gave his teachers suggestions on how to interact with Dodge.

By the time he was ready to graduate, the teen had been accepted to Auburn University, qualifying for a full scholarship because of his strong ACT scores. He planned to major in aerospace engineering.

College presented another challenge for his parents, who

were concerned about Dodge living away from home. Like many people with Asperger’s, the young man has a tendency to “hyperfocus.” His parents were concerned that he would focus on his interest in aerospace, while overlooking other things, such as homework, housework, and appointments.

“Dodge is brilliant, but he does not see things the way the rest of us do,” said his mother.

His mother worked to get accommodations for him at Auburn, but was unsuccessful. She was referred to the Alabama Department of Rehabilitation Services.

She was relieved when Gloria

“I talked to her on the phone for about an hour ... and when I finished she said, ‘I am going to see what I can do to help.’”

Dunn, a rehabilitation counselor in the Vocational Rehabilitation Service (VRS) division, answered the phone.

“I talked to her for about an hour,” Charlotte said. “When I finished, she said, ‘I am going to see what I can do to help.’”

What Gloria did was a lot.

She was able to get Dodge evaluated and obtain the paperwork he needed in time for him to enter Auburn in the fall of 2007.

She recommended that Charlotte and Dodge introduce themselves to all of his professors and get a syllabus for each class. She also assisted Dodge in getting accommodations, including extra time on tests and preferential seating.

Now in his third year at Auburn, Dodge has had his ups and downs. His first semester did not go well, and he lost his scholarship.

Gloria recommended that his parents find a life coach to assist Dodge with his daily schedule. They hired Heather Smith, a nursing student, who calls Dodge daily to make sure he has done his homework, studied for tests, and attended to his housework.

The extra assistance has made a difference: He is on track to graduate from Auburn in 2012.

His mother said she is grateful for the help from VRS, and Gloria in particular.

“She’s my angel,” she said.

Partners in success:

- Nathaniel “Dodge” Meadows and family
- Vocational Rehabilitation Service
- Auburn University Program for Students with Disabilities



Above – Zainab poses with her ADRS team, from left to right, DeAnna Turner, SAIL rehabilitation assistant; Dana Tidwell, SAIL nurse; Kay West, CRS nurse coordinator; and Eddie Albright, VRS rehabilitation counselor
Right – Zainab smiles before graduating magna cum laude from Jacksonville State University with a bachelor’s degree in emergency management

Zainab Sabree

Anniston

Zainab Sabree was a 19-year-old nursing student with a full-time job when her life changed in an instant.

It was July 15, 2004, and the Anniston woman was meeting her former boyfriend at a local gas station to return some of his things.

As he sat in the passenger seat of her car, he made one last attempt to reconcile with her. She said no.

Thinking the encounter was over, she bent down to pull the trunk latch. Then she heard shots.

“It took me a minute to realize what was happening,” Zainab said.

She raised her arms to shield herself from the gunfire. Then there was only silence.

“I started praying,” she said.

She was rushed to the hospital, where she learned that she had been struck by six bullets, including one in her spinal cord.

She was in the hospital two days before she realized she was paralyzed.

Following her release and a brief stint at UAB Spain Rehab Center, she became determined to fully live the life her ex-boyfriend had tried to take from her.

“Things might happen, but you have to keep on trying to make your

life better,” she said.

She contacted the Alabama Department of Rehabilitation Services and learned that she qualified for assistance from three of the department’s four major programs. Working together, Children’s Rehabilitation Service (CRS), Vocational Rehabilitation Service (VRS) and the State of Alabama Independent Living (SAIL)/Homebound Service programs began to address her transportation, living, medical, and educational needs.

“They were always there ... wanting me to do better ... Whenever I needed help, all I had to do was pick up the phone and they were always willing to help.”

As a 20-year-old, Zainab was fast approaching the age at which she would no longer qualify for CRS, so her care coordinator, Wanda Ross, worked quickly. The young woman attended the Orthopedic and Teen Transition clinics and received assistance with the purchase of a power wheelchair.

SAIL provided medical supplies and a wheelchair ramp for her home.

VRS, meanwhile, provided a driver’s evaluation, vehicle modifications, tuition assistance, and a computer workstation so that Zainab could take college classes from home.

She recently graduated with honors from Jacksonville State University, where she earned a bachelor’s degree in emergency management. But her schoolwork isn’t done. She’s currently working toward a master’s degree in public administration.

She said she is proud of her accomplishments since that day in July 2004.

And she is very appreciative of the role that ADRS has played.

“From day one, they were always there pushing me and wanting me to do better,” she said. “Whenever I needed help, all I had to do was pick up the phone and they were always willing to help.”

Partners in success:

- Zainab Sabree and family
- Children’s Rehabilitation Service
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/Homebound Service
- Jacksonville State University

Ryan Easterly

Decatur/Washington, D.C.



Above – Ryan speaks at the mentors luncheon of the 2009 Alabama Governor’s Youth Leadership Forum (YLF)
Left – Ryan works at his desk at the HSC Foundation in Washington, D.C.

When Ryan Easterly graduated from Troy University, things did not happen the way he expected.

With a bachelor’s degree, a strong GPA, and a long list of extracurricular activities, he thought it would be easy to get a job.

But finding work proved harder than he thought. He sent out more than 100 resumé’s, with no results. After so many rejections, Ryan began to suspect his disability was to blame. The young man has spastic-diplegic cerebral palsy and uses crutches, so his disability is obvious.

“I felt I had an impressive resumé and would make a great employee,” Ryan said. “But when I entered the door, people didn’t see me for my abilities.”

Finally, after more than a year, Ryan landed a job in Washington, D.C.

He credits Vocational Rehabilitation Service (VRS) for being there for him in the beginning and helping him along the way.

His rehabilitation counselor, Lisa Anderson, began working with him when he was in high school.

She encouraged him to participate in the Alabama Governor’s Youth Leadership Forum (YLF) at Troy University in 2001, where he joined other high school students with disabilities in learning leadership skills. Following that experience, Ryan decided to

attend Troy, where VRS provided assistance with tuition and books.

While there, he became an active student, participating in a number of campus groups, including one he founded – Students Concerned about Disability Awareness. He returned to YLF as a staff member from 2002 to 2004.

“VR changed my life and made me a better person. I wouldn’t be where I am today without the support of VR and the advocacy of Lisa Anderson.”

In his senior year, Ryan won a Congressional Leadership Program scholarship in Washington, D.C. The price tag for the program was \$9,000, but Ryan was awarded \$8,000. VRS chipped in the remainder. As an intern, Ryan resolved transportation issues for Disability Mentoring Day.

When he graduated from Troy and couldn’t find a job, VRS was there again. Lisa provided job leads, drove him to job interviews, and encouraged him.

“I was fortunate to have a super advocate,” Ryan said. “She was always saying, ‘You can do this.’”

Finally, Ryan realized that the job opportunities in the area were limited and decided to blindly move

to Washington, D.C.

Lisa called a contact in the Office of Disability Employment to tell them that Ryan was in the area. He was hired to work temporarily for the Workforce Recruitment Program, an internship program for college students with disabilities. While there, he learned about a permanent position with the Youth Transition Initiative at the HSC Foundation, which serves individuals who face challenging social and health care barriers due to disability, chronic illness, or other circumstances. He got the job and was recently promoted to senior coordinator for the youth initiative.

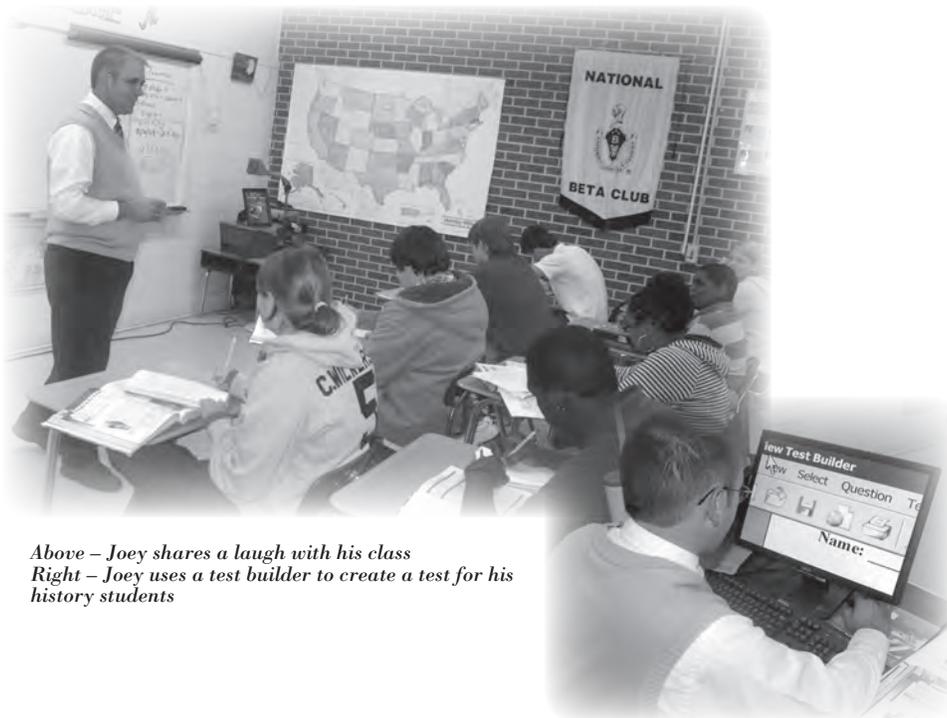
All in all, it’s been a good situation for the young man who enjoys sharing his own experiences with other people with disabilities.

He advises them to surround themselves with supportive people – like his vocational rehabilitation counselor.

“VR changed my life and made me a better person,” he said. “I wouldn’t be where I am today without the support of VR and the advocacy of Lisa Anderson.”

Partners in success:

- Ryan Easterly
- Vocational Rehabilitation Service
- Alabama Governor’s Youth Leadership Forum
- Troy University
- HSC Foundation



Joey Arnold

Jack

Above – Joey shares a laugh with his class
 Right – Joey uses a test builder to create a test for his history students

Like other teachers, Joey Arnold has to come up with creative ways of teaching his students. But he has an additional challenge when planning his lessons: He is legally blind.

Arnold, who teaches at Red Level High School in Covington County, has no vision in his right eye and only limited vision in his left. To compensate, he moves around the classroom to ensure he has his students' attention. He also often memorizes his material, since reading from a textbook or using a PowerPoint presentation is not efficient for him.

"The Lord didn't bless me with great vision," he said. "He blessed me with a great memory. I've learned to focus on what I have and not what I don't have."

Arnold is in his fourth year at Red Level, where he mostly teaches ninth-grade world history and 10th-grade U.S. history.

Because he is visually impaired, Arnold had a tough time finding a permanent teaching position, going to 49 interviews before being offered a job. A stack of rejection letters

serves as a reminder of how far he's come.

As a newly elected member of the school board of Coffee County, where he lives, he now oversees the work of many of the principals who once refused to hire him.

Arnold said he is grateful that the principal at Red Level High School gave him a chance. He said he promised his future boss that he would be a great teacher and get to work on time, with a little transportation help from his wife.

"I'm used to working twice as hard," Arnold said.

"I can't say enough about VRS and Ashley. They have been godsend in my life."

His hard work has been rewarded, though. He earned tenure at the end of the 2008-2009 school year.

"I felt a sense of fulfillment," Joey said. "For so long, people openly or privately doubted my abilities. I felt like I had proven myself." Joey said he is grateful to Vocational Rehabilitation Service

for its role in his successes.

VRS provided him with a video magnifier, also known as a closed circuit television (CCTV), which he uses to read materials and grade papers.

VRS also assisted Arnold in obtaining his education. He received his bachelor's degree from Troy University, but when he decided to return to school to pursue a master's degree, also from Troy, he called on VRS for help.

Throughout the process, Ashley Simmons, his rehabilitation counselor, provided moral support, informed him about job leads and, when he finally landed a teaching job, made sure that he had the assistive technology he needed to succeed.

"I can't say enough about VRS and Ashley," Arnold said. "They have been godsend in my life. They were always willing to go the extra mile."

Partners in success:

- Joey Arnold
- Vocational Rehabilitation Service
- Red Level High School

Jerry Farris

Pinson



Above – Jerry discusses his computer workstation with Marilyn Long, his rehabilitation counselor, and Michael Papp, his rehabilitation technology specialist
Left – Jerry watches a video on his computer workstation

For Jerry Farris, talk is action. He speaks, and it happens. Visitor at the door? “Open door.” An email to read? “Open email.” Need to get in touch with someone? “Call Mom.”

Jerry controls almost everything in his apartment – including his lights, computer, television, air conditioner, and telephone – through voice command or switches positioned on his wheelchair.

Diagnosed with muscular dystrophy when he was 2 years old, Jerry has never walked and has only limited movement in his arms, hands and fingers.

Because of assistive technology and the Alabama Department of Rehabilitation Services (ADRS), though, the Pinson man is able to live independently and work from home.

“There is no comparison to what life was before I came to ADRS,” he said.

Though health problems forced him to drop out of school in eighth grade, Jerry refused to stop learning. He found some books on computers and taught himself how to program a PC, design websites,

and create databases.

One day, while surfing the Internet, he discovered Vocational Rehabilitation Service (VRS), the ADRS division that helps people with disabilities find and maintain employment.

Through VRS, he met Michael Papp, a rehabilitation technology specialist, who collaborated with him to design a high-tech computer workstation. Once a design was finalized, the two worked with Rehabilitation Counselor Marilyn Long, who obtained the funding to bring their ideas to life.

“He was and is very actively

“There is no comparison to what life was before I came to ADRS. I never imagined that I could live on my own.”

involved,” Marilyn said. “He never tells me about a problem without having a solution.”

Once the workstation was in place, Marilyn helped Jerry land a full-time job with Walnut Ridge Valuations in Gulf Shores, where he is currently employed as the web

and database administrator.

With his work situation resolved, Jerry turned his attention to his living situation and reached out to the department’s State of Alabama Independent Living (SAIL)/Homebound Service. A year ago, he was able to move out of his parents’ house into a place of his own.

Through the SAIL-Medicaid Waiver program, he is able to pay his mother to provide personal care for him throughout the week. SAIL also addresses any of his independent living needs that are not work-related.

Jerry said his quality of life has improved immensely since he discovered ADRS.

“I never imagined that I could live on my own,” he said.

Partners in success:

- Jerry Farris
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/Homebound Service
- Walnut Ridge Valuations



Priscilla Claiborne

Mobile

*Above – Priscilla talks to Zach Hall, McDonald’s general manager, and Tanya Nelson, her rehabilitation counselor, with the help of ADRS Interpreter Angel Dahlgren
Right – Priscilla refills the lid dispenser at her job at a McDonald’s in Mobile*

Because she is deaf and has mental disabilities, Priscilla Claiborne’s family never imagined that she would be able to work.

At 34, Priscilla lived with her mother and was dependent on her to provide everything she needed.

Then Priscilla’s mother died, and things had to change.

Jacqueline “Jackie” Pierre, Priscilla’s younger sister, moved from Montgomery back to the Mobile area to be with her sister.

Overwhelmed by the new responsibility, Jackie looked for resources to assist her.

She was referred to Tanya Nelson, a rehabilitation counselor with Vocational Rehabilitation Service (VRS). Twelve years later, the two have developed a close bond.

“Tanya has become more of a sister to me,” Jackie said. “Any problems I have, I know I can call on her.”

Tanya knew it was possible for Priscilla to work. She placed her in a job readiness program and eventually found two places of employment for her. Although she stayed at the jobs a combined total of 10 years, her mental issues made it difficult for her to maintain employment.

Determined to work, Priscilla

did not give up. She constantly contacted Tanya with potential places of employment. She was so persistent that one day Tanya had 48 missed calls from her. When Tanya finally was able to contact her, Priscilla had a list of eight places she wanted her VR counselor to call.

One of the eight was a McDonald’s restaurant in the Mobile area.

When she interviewed for the

“I honestly don’t think Priscilla would be where she is today without (her VR counselor) Tanya.”

job, Zach Hall, the store’s general manager, insisted he did not need anyone to clean the restaurant’s lobby.

Begging to differ, Priscilla pointed to trash in the lobby and ran her finger across dust to indicate that he did.

Convinced, Zach hired her as a lobby attendant to clean the lobby, bathrooms, and register area, and to stock the condiment stations.

VRS provided the managers with classes in American Sign

Language, and supplied interpreters and job coaches for Priscilla.

Zach said he was “relieved” by all of the help VRS had to offer. He describes Priscilla as good worker and detailed cleaner. He’s so pleased with her, in fact, that with VRS’ help he’s added another deaf employee to his staff.

Outside of work, Tanya has also found a place for Priscilla to live on her own: a Housing and Urban Development facility for people who are deaf or hard of hearing. She has her own bedroom and is able to socialize with other people.

Jackie said she is amazed by the changes in her big sister. Before she learned about VRS, Priscilla did not have any social skills, no access to the world around her, and could not live independently, she said.

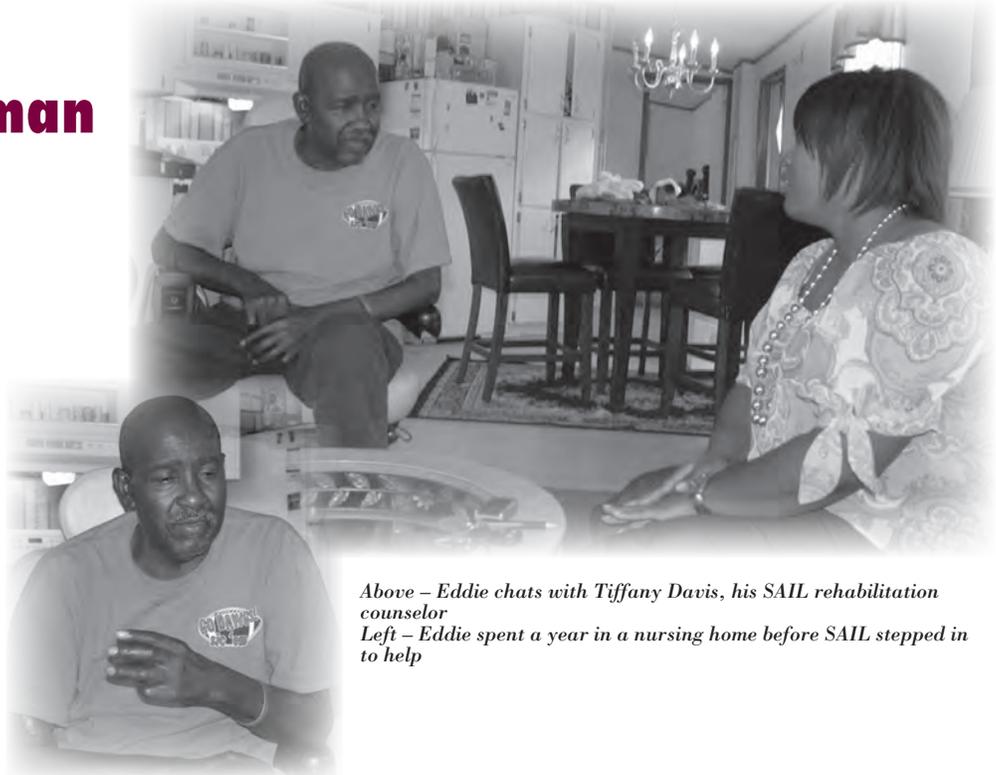
“I honestly don’t think Priscilla would be where she is today without Tanya,” Jackie said.

Partners in success:

- Priscilla Claiborne and family
- Vocational Rehabilitation Service
- McDonald’s
- Mobile Association for the Blind
- Department of Mental Health
- U.S. Department of Housing and Urban Development

Eddie Coleman

Cecil



Above – Eddie chats with Tiffany Davis, his SAIL rehabilitation counselor

Left – Eddie spent a year in a nursing home before SAIL stepped in to help

For Eddie Coleman, the State of Alabama Independent Living (SAIL)/Homebound Service is the answer to a prayer.

The Cecil man's difficulties began when he was diagnosed with diabetes in 1991. Over the next several years, his health deteriorated steadily. An infection forced the amputation of three toes. He was diagnosed with ulcers and high blood pressure,

Eventually, his chronic health problems forced him to leave his job as a bus driver with the Montgomery Public School System and apply for Social Security Disability Insurance.

By October 2006, he was in chronic renal failure and could no longer care for himself or be left alone. He and his family made the difficult decision to move him into a nursing home.

His situation seemed hopeless.

"I almost gave up," he said.

"I wanted to be home. I missed my family."

Despite his illness, Eddie

continued to attend church every Sunday with his wife, Angel.

It was there that he found hope.

"When I heard the sermons,"

he said, "it gave me courage to never give up on going home. I began to get

*"Homebound
is a life-saver."*

on my knees and pray. When I get on my knees, I get results."

Soon thereafter, his wife learned about SAIL/Homebound. She contacted the Montgomery office and was referred to Pam Pollard, an independent living specialist with SAIL, who immediately began working to get Eddie out of the nursing home.

A month later, his prayers were answered.

In October 2007, a year after leaving, he moved back to his Montgomery County home.

SAIL arranged for 15 hours of personal care a week as well as transportation to and from dialysis

treatments. A SAIL rehabilitation counselor was assigned to regularly check in with him to make sure he has everything he needs to remain independent at home.

But his independence is only part of the story. Eddie's return home also is saving the state thousands of dollars a year.

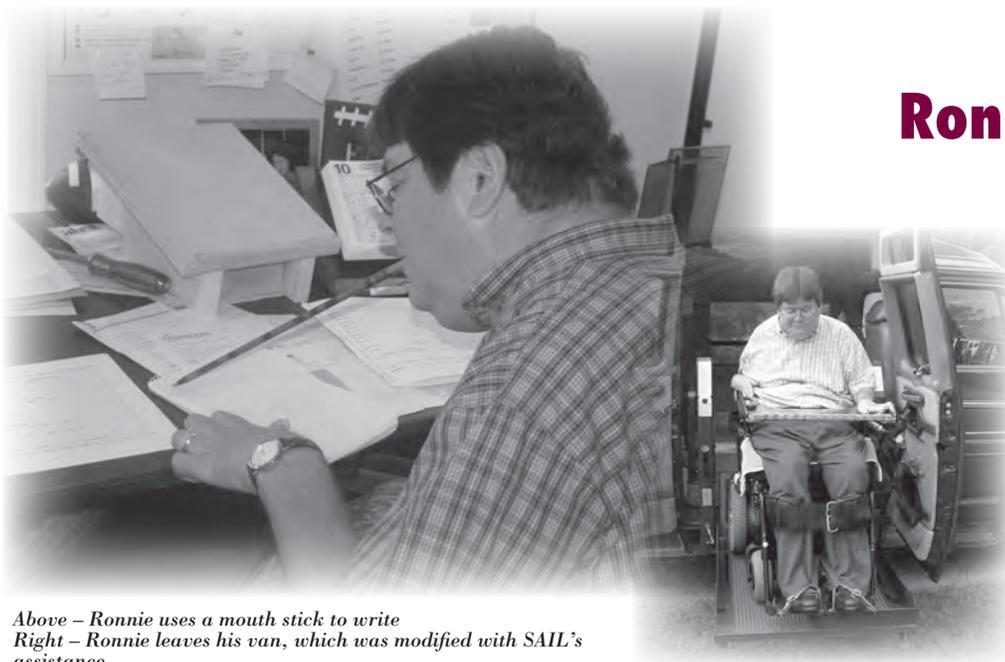
The average cost of nursing home care is \$111 daily or \$40,515 yearly. The total price tag for SAIL services? Approximately \$11,600 – an annual savings just shy of \$29,000.

For Eddie, though, it's about more than dollars and cents. It's about having his life back.

"It feels great," he said. "I wanted to get out of the nursing home. I wanted to come home. I was missing my family. Homebound is a life-saver."

Partners in success:

- Eddie Coleman
- State of Alabama Independent Living (SAIL)/Homebound Service



Ronnie Welch

Dothan

Above – Ronnie uses a mouth stick to write
Right – Ronnie leaves his van, which was modified with SAIL’s assistance

It’s no secret that Ronnie Welch appreciates the services he received from the Alabama Department of Rehabilitation Services (ADRS).

The Dothan man has become a fierce advocate for the department, especially the State of Alabama Independent Living (SAIL) / Homebound Service.

With SAIL’s assistance, Ronnie, who has a high-level spinal cord injury, was able to work for 27 years at Wiregrass Rehabilitation Center in Dothan. The program provided Ronnie with attendant care, which aided him in his four-hour routine of getting ready for work that began about 3:45 a.m.

Since he retired, Ronnie still receives attendant care that assists him with getting up and ready to work from home.

“A lot of people do not realize how important attendant care really is, especially for people who live by themselves,” Ronnie said. “It allows a person to get up and fulfill his or her daily responsibilities.”

So, when state funding for the SAIL program faced a severe funding shortfall, Ronnie sprang into action, talking to legislators in the Dothan area, including Sen. Harri Anne Smith, R-Slocumb, and

Sen. Jimmy Holley, R-Elba, about SAIL and the importance of its services for people with significant disabilities.

The result of his efforts, along with those of legislators, consumers, and ADRS staff, was an additional \$1 million for SAIL.

Ronnie praises the teamwork that resulted in a successful campaign.

“A lot of people do not realize how important attendant care really is It allows a person to get up and fulfill his or her daily responsibilities.”

“It showed things are possible if people unite together,” he said.

Things have been made possible for Ronnie since a 1967 diving accident. While swinging on a rope over an Ozark river, he fell and landed on his head, paralyzing him and changing his life forever. He had to decide what he was going to do for the rest of his life.

“You really don’t know what is possible unless you can see what is possible,” he said.

Ronnie enrolled at Troy

University and received his bachelor’s degree in psychology and social rehabilitation services. He attended graduate school at the University of Alabama, where he earned a master’s in rehabilitation counseling. In both cases, he received tuition assistance from Vocational Rehabilitation Service, another division of ADRS.

While in college, he moved from a nursing home to living on his own.

Besides providing attendant care, SAIL also provided him with medical supplies, wheelchair repairs, van modifications, and assistive technology.

Ronnie remains an advocate for people with disabilities. He serves on the State Independent Living Council (SILC) and the State Rehabilitation Council (SRC). He constantly refers people with disabilities to ADRS so that they, too, can achieve great things.

“There’s still life to live after you acquire a disability,” he said. “You just have to change gears.”

Partners in success:

- Ronnie Welch
- State of Alabama Independent Living (SAIL)/Homebound Service
- Vocational Rehabilitation Service
- Alabama Legislature

Tura Sloan

Mt. Olive



Above – Tura listens to her electronic Bible reader while her rehabilitation teacher, Jane Bush, looks on
Left – Tura uses Zoom!Text to see icons on her computer

When Tura Sloan lost her eyesight to macular degeneration, she resolved that it wouldn't slow her down.

"I was determined to do the best I could with what I had," she said.

Twenty years later, the 77-year-old hasn't slowed down. She lives independently at home, is active in her community, and takes classes at the local community college.

Tura first noticed that her sight was diminishing while on the job at a life insurance company.

She was later diagnosed with macular degeneration, an age-related condition that results in a loss of vision in the center of the visual field. On a subsequent visit to her ophthalmologist's office, her doctor gave her a brochure about OASIS (Older Alabamians System of Information Services), a program of the ADRS Vocational Rehabilitation Service-Blind/Deaf (VRS) division.

After contacting OASIS, she learned about other VR services, including assistance in helping people retain their jobs. She met LeeAnn Brooks, a rehabilitation counselor for the blind, who assessed Tura's work situation and set her up to work from home, equipping her computer with a

talking software program called JAWS and providing her with a closed circuit television (CCTV) to magnify images on a screen.

She was able to continue working until the business closed some six years later.

After she retired, the Mt. Olive woman stayed active. She joined the low-vision support group in Homewood, and through the years was elected president, secretary, and secretary/treasurer.

She began attending quarterly OASIS advisory council meetings, where ADRS rehabilitation teachers

"OASIS is great. It made my life much better."

demonstrated different assistive devices, including some that Tura thought might help her become more independent.

Rehabilitation Teacher Jane Bush entered the picture, showing her how to count money and operate her kitchen appliances and providing several pieces of assistive technology, including a talking watch, binoculars, magnifiers, a needle threader, and an electronic Bible. OASIS also provided an orientation and mobility specialist

to teach Tura to use a cane, whether for traversing the roads in her small town or just going downstairs.

Tura said she is grateful for the resources that have allowed her to continue to live an abundant life.

"OASIS is great. It made my life much better," she said.

She assists consumers in Blount County with its low-vision support group and gives advice to anyone who needs it. She takes a New Testament and Old Testament survey class at Beville State Community College and is active in her church, serving as a member of the adult choir and the president of the Sunday school.

"Tura is a tremendous source of encouragement to other people," Jane said.

The advice she gives others is the same advice she follows for herself.

"You have to take what life dishes out," she said. "Sometimes you just have to pick up the pieces and go on."

Partners in success:

- Tura Sloan
- Vocational Rehabilitation Service
- OASIS (Older Alabamians System of Information and Services)

Serving Children from Birth to Age 3



The early years are critical to the success of any child. But 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

"We followed their lead and they pointed us in the right direction."

with disabilities or developmental delays.

Early Intervention is also a good investment. Studies show that every dollar invested in early intervention

saves \$7 in future costs.

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 across the state, the families of children served by EI, 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 peers who don't have disabilities.

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	5,866
Eligible	2,065	2,419	2,509	2,640	3,153
Served	4,351	4,640	4,912	5,103	6,044

Program Highlights

EI and services

- Provided services and support to 6,044 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.
- Increased participation in the Early Intervention Medicaid Option. Thirty-Six EI programs, as well as the EI district offices, are using this option to generate funds to assist in serving Alabama's growing population of young children with developmental disabilities while state and federal dollars decrease. Participants in this program have received ongoing technical assistance and training to support their knowledge and skills.

EI and accountability

- Continued to maintain high family satisfaction ratings in feedback gathered during the AEIS

monitoring process. Families report that early intervention services have helped their family “know their rights,” “effectively communicate their child’s needs,” and “help their child develop and learn.”

- Continued to be nationally ranked in the highest category of “meet requirements” as determined by the U.S. Department of Education Office of Special Education Programs based on compliance with the Individuals with Disabilities Act – Part C.

EI and collaboration

- Continued collaboration with Alabama Medicaid, the Alabama Department of Mental Health, the Alabama Chapter of the American Academy of Pediatrics (AAP) and the Alabama Department of Public Health to develop methodology to improve early identification of young children with developmental concerns through standardized developmental screenings by physicians.
- Collaborated with United Cerebral

Palsy, the State Department of Education, Success by Six, and other public and private partners for the 23rd Annual Alabama Early Intervention and Preschool Conference for more than 500 family and professional partners statewide.

- Collaborated with the Alabama Department of Human Resources on the development of Alabama Pathways to Quality Care and Education. The guide is an excellent resource to be used by professionals pursuing educational and employment opportunities in the field of early childhood.

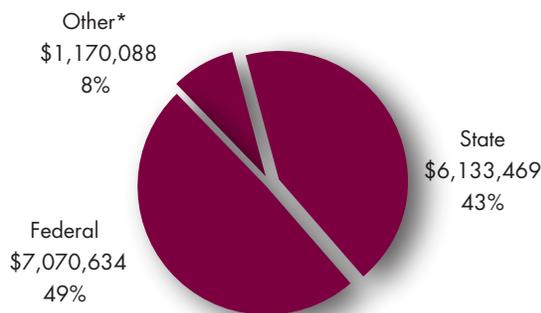
EI and education

- Continued collaboration with the State Department of Education on initiatives to ensure smooth transitions for children moving from EI to preschool. District trainings conducted across the state for local school systems, early intervention programs, and families have improved transition practices.

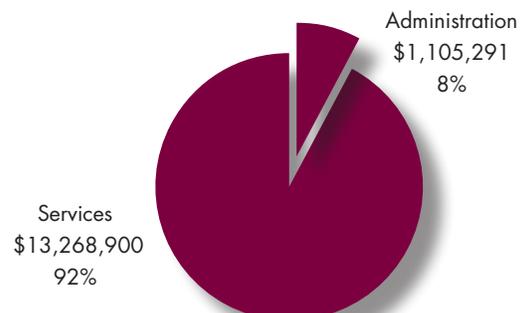
EARLY INTERVENTION BY THE NUMBERS

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

Source of Revenue



Use of Revenue



* Medicaid reimbursements

Program Locations

In FY 2009, 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 Seals of the 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

WINFIELD

- Tri-County MRDD

Office Locations

STATE OFFICE

602 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

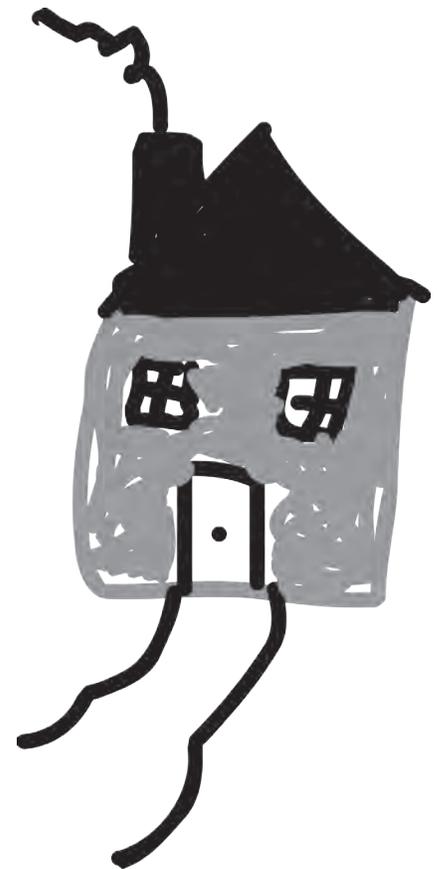
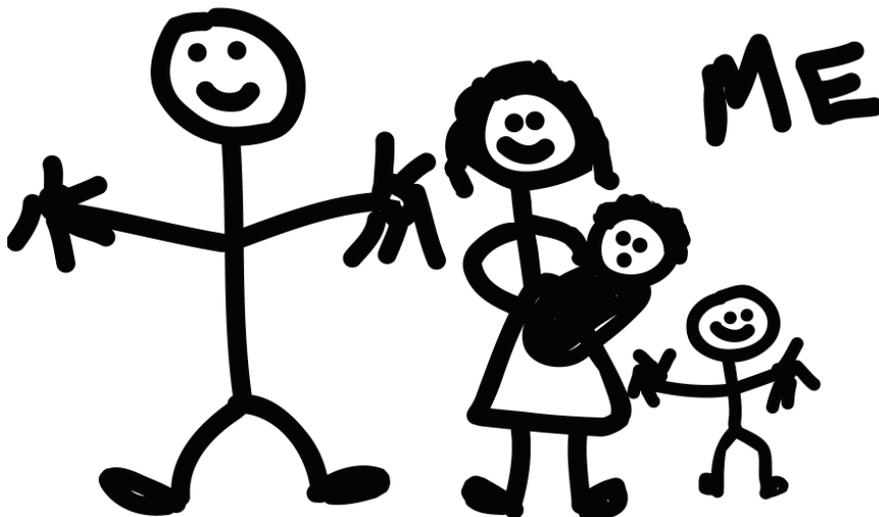
602 S. Lawrence St., 36104
334-293-7500, 1-800-441-7607
334-7376 (fax)
Counties: Autauga, Bullock,
Chambers, Chilton, Coosa,
Elmore, Lee, Lowndes, Macon,
Montgomery, Pike, Randolph,
Russell, Tallapoosa

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

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



"We're so grateful for CRS' help. We couldn't have done it on our own."

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 about services
- **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.

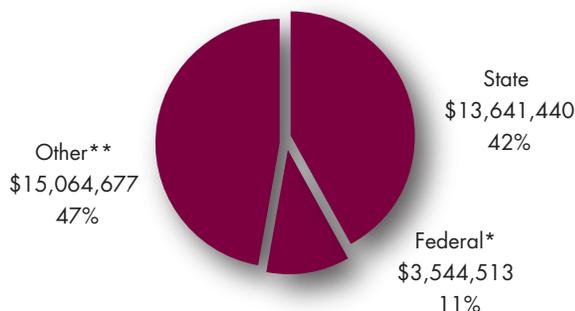
Financial participation is on a sliding scale, based on each family's needs and resources.

Treatment options vary, ranging from clinical interventions and medication to specialized equipment and therapy services to care coordination and referral to community resources as needed.

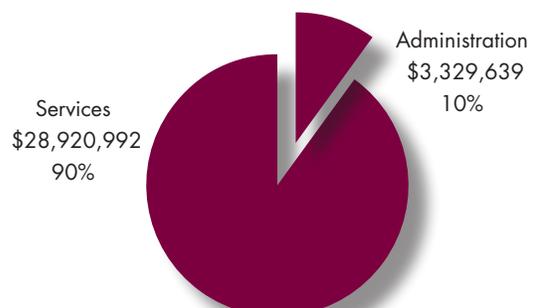
CHILDREN'S REHABILITATION BY THE NUMBERS

More than \$32 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 12,499 children and youth with special health care needs through the CRS clinical programs.
- Provided expanded services to 548 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 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.
- Began offering non-sedated auditory brainstem response (ABR) hearing assessments in the Homewood office through Bluetooth technology and software. This specialized testing is an important service for children who are medically-fragile or who do not respond well to anesthesia.
- Provided hearing and scoliosis screenings in underserved areas of the state in partnership with local school systems, Head Start programs, day care centers, and community health fairs.

CRS and education

- Assisted teachers in educating children with special health care needs by providing more than 2,498 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 Birmingham, Jackson, Mobile, Muscle Shoals, Opelika, and Selma.

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 in the state. These expos were a partnership with local community resources and offered a full day of speakers and networking opportunities for youth, families, educators, and local service providers.
- Provided Teen Transition Clinics statewide to promote healthy transitions to all aspects of adulthood for youth with special health care needs through multi-disciplinary evaluations and assistance in long-term planning.
- Established a network of local care coordinators with specialized training to 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.

CRS and collaboration

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



CRS: Growing with the future (includes children birth-21, child hemophilia)

- Number of children served: 12,499
- Number of new children served: 2,472
- Number of encounters with physicians, dentists, staff: 109,750
- Information and referral calls: 3,733
- Number of clinic visits: 16,022

Program Highlights

Hemophilia Program

Established in 1975, the Alabama Hemophilia Program (AHP) 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, available community-based services include care coordination, family support, client/family education, information and referral, home visiting, nursing care, nutritional assessment and counseling, and physical therapy evaluation and therapy as ordered.

In addition to the funding received through the Alabama Legislature, AHP also receives a comprehensive care grant totalling \$28,112 from the Maternal and Child Health Bureau.



Hemophilia program by the numbers

- Served **330** people
- Served **38** uninsured participants
- Provided **2** Montgomery satellite pediatric clinics
- Provided outreach programs to educate **166** school and health care professionals, patients and families
- Provided approximately **2 million** units of clotting factor for treatment, at a cost of more than **\$1.4 million**

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

Office Locations

STATE OFFICE

602 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

HOMEWOOD

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 CRS

(at 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)
Statewide

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

602 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

SELMA

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

TALLADEGA

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

TUSCALOOSA

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



Serving Teen-agers and Adults

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 2009, VRS provided services to 45,756 Alabamians and assisted 5,969 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

"From day one, they were always there ... wanting me to do better. Whenever I needed help, all I had to do was pick up the phone"

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,



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.

marketing its trained, job-ready clients and a wide range of consultant services to Alabama's business community.

With its coordinated network, VRS creates a remarkable return on taxpayers' investment. For each dollar spent on a consumer who becomes employed, \$17.43 is returned to the economy through

employment. *

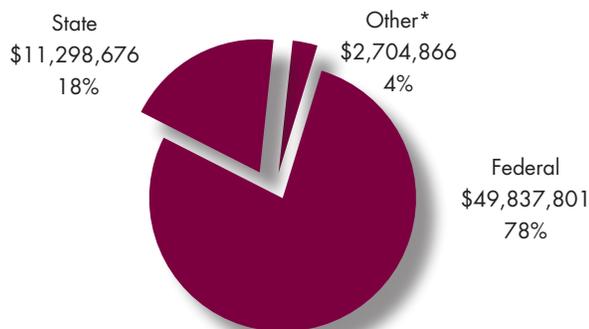
For the thousands of Alabamians with disabilities who receive services, though, VRS is more than a monetary return. For them, employment means pride, dignity and independence.

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

VOCATIONAL REHABILITATION BY THE NUMBERS

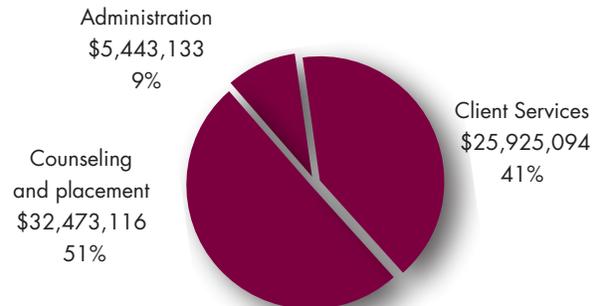
More than \$63 million to provide direct services to teens and adults

Source of Revenue



*Social Security reimbursements

Use of Revenue



Program Highlights

VRS and services

- Provided services to 45,756 Alabamians, including rehabilitation and education- and employment-related services.
- Assisted 5,969 Alabamians with disabilities in becoming successfully employed at an average wage of \$9.37 an hour.
- Successfully rehabilitated into employment 413 people on SSI Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI).
- 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 17,517 Alabama students with disabilities who were transitioning from school to work; rehabilitated 2,178.
- Continued to serve 59 school systems through joint funding of



- 80 full-time job coaches.
- Educated teachers and career technology and vocational/technology school staff on means and methods of helping students with disabilities prepare for the labor market.
- Provided rehabilitation technology assistance to VRS consumers, educational personnel, and employers in order to place

VRS consumers into competitive employment.

VRS and collaboration

- Continued the Alabama Head and Spinal Cord Registry for Survivors of Spinal Cord and Traumatic Brain Injury in Alabama in conjunction with the Alabama Department of Public Health, the Head Injury Foundation, and the UAB Center for Injury Sciences.
- Continued involvement in Alabama's Career Center System by accepting referrals of people with disabilities and placing them into training and/or employment.

VRS and business

- Provided 5,767 employee recruitment and hiring and disability management services to 1,692 Alabama businesses.
- Customized 10,985 employment-related services and 92 job readiness classes for 1,829 of the VRS "employment-ready" job candidates.



Program Highlights

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

VRS-Blind/Deaf and services

- Vocational rehabilitation counselors for the blind and deaf served more than 5,320 individuals with significant vision or hearing disabilities through individual employment programs. These services assisted 868 individuals with significant visual and hearing impairments in entering the workplace.
- Through its rehabilitation teachers for the blind, provided instruction to 1,597 individuals to allow them to function independently so that they could pursue employment and other personal goals.
- Through its orientation and mobility trainers, provided 447 blind adults with training on how to travel using a white cane.
- Through OASIS, provided instruction and services to 1,228 senior citizens who have age-related blindness to assist them with their independent living skills so they can remain independent in their homes.
- Partnered with Alabama Department of Senior Services to provide more than 4,482 outreach contacts to rural counties regarding services to seniors with visual impairments.
- Received a Public Health Grant for \$100,000 to fund equipment to make Emergency Centers, other shelters, and public information accessible for deaf and hard-of-hearing consumers. The state



coordinator for Deaf Services launched an interagency initiative among ADRS, the Department of Mental Health, the Alabama Institute for Deaf and Blind (AIDB) and Alabama Association for the Deaf (AAD) to discuss cooperative efforts related to emergency preparedness for deaf and hard-of-hearing individuals in Alabama.

VRS-Blind/Deaf and collaboration

- Developed collaborative agreements and strategic partnerships to improve and expand services in the state. These organizations include AIDB, the University of Alabama at Birmingham, Troy University, Mississippi State University and the Alabama Registry of Interpreters for the Deaf.
- Collaborated with 11 Career Centers to provide remote video interpreting for consumers who are seeking their services.
- Provided approximately 12,000 hours of interpreter services by staff interpreters for the year, not including hours of interpreter services provided by vendor interpreters paid for by ADRS.
- Was one of five states to

participate in the University of Arkansas Research and Training Center low-functioning deaf project. This project will result in a national model for serving individuals who are deaf and at risk.

- Participated in an advisory capacity in the development of the Troy University Interpreter Training Program.

VRS-Blind/Deaf and education

- Supported leadership development activities for blind and deaf high school and college students. These activities included college prep programs, leadership training, participation in mentoring activities, and sponsorship of students attending state conferences of deaf and blind consumer organizations.
- Expanded summer work experiences for 135 blind, deaf and deaf-blind multi-disabled students.
- Sponsored a two-day Technology Symposium for blind and deaf-blind consumers of all ages in partnership with the Alumni Association of the Alabama School for the Blind and AIDB.

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 121 blind vendors and licensees in vending machine facilities, vending routes, snack bars, cafeterias, washeterias, a gift shop, five military dining hall operations, and a Federal Food Service contract at Fort McClellan.

Alabama's BEP operates 93 vending machine routes, more than any Randolph-Sheppard Program in the U.S.

Sales for FY 2008 exceeded \$29.6 million, and Alabama's blind vendors employed 542 other Alabamians, 34 of whom had disabilities.



Community Rehabilitation Programs

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

ADRS operates the Lakeshore Rehabilitation Center

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

In FY 2009, ADRS/Lakeshore:

- Served a record number of consumers in vocational evaluation despite experiencing a significant staff shortage.
- Conducted five College Preparation Programs during the summer of 2009 on the campuses of Samford University and Jacksonville State University serving more than 150 youth with disabilities.
- Held Career Preparation Training programs in Jefferson and Shelby counties with more than 75 youth with disabilities participating.
- Further developed the Functional Assessment Program to target those consumers with the most-severe disabilities.
- Initiated a Career Assessment Profile targeted for straight-to-work consumers. This profile uses a career exploration model in assisting consumers in identifying potential career options.

Also in FY 2009, the Alabama Association of Rehabilitation Facilities (AARF) honored the Mobile Association for the Blind (MAB) as its "Organization of the Year."

MAB services include specialty employment programs for deaf and blind consumers, along with job readiness, placement, and job retention services for individuals with other disabilities as well. The organization's newly developed

telemarketing business has created employment opportunities for ADRS consumers in manufacturing, warehouse, and telemarketing areas.

In addition to Lakeshore and the Mobile Association for the Blind, there are more than 20 community rehabilitation programs in ADRS' statewide network. The other programs include:

ANNISTON

- Opportunity Center-Easter Seals

BIRMINGHAM

- Easter Seals of the Birmingham Area
- Goodwill Industries of Alabama
- United Cerebral Palsy
- Vocational Resources Inc.
- Workshops Inc.

DECATUR

- PHOENIX Vocational Services

DOTHAN

- Wiregrass Rehabilitation Center

GADSDEN

- Darden Rehabilitation Foundation

HUNTSVILLE

- PHOENIX Vocational Services

MOBILE

- Goodwill/Easter Seals of the Gulf Coast
- 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
- Jackie Johnson Employment Services

SELMA

- West Central Alabama Easter Seals Rehabilitation Center

TALLADEGA

- E.H. Gentry Technical Facility

TUSCALOOSA

- Easter Seals West Alabama

Program Highlights



ALABAMA GOVERNOR'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

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

In FY 2009, the AGCEPD focused on three major initiatives:

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

Alabama Governor's Youth Leadership Forum (YLF)

ADRS, the Governor's Committee and Troy University co-sponsored the 11th YLF on the campus of Troy University. Twenty-nine students participated in the five-day event designed to provide students with disabilities the opportunity to develop leadership skills, help them reach educational and career goals, and become leaders in their communities. The event promotes independence and self-advocacy and offers delegates the opportunity to learn from peers with common challenges and to

network with other students around the state.

Poster/Journalism Contest

The 59th Annual "Ability Counts" Poster and Journalism Awards Luncheon was held in May.



This annual event honors the winning students for their excellence in journalistic writing and artistic expression. This year's theme was "America's People ... America's Talent ... America's Strength."

All of the winners received cash awards as well as plaques signed by Gov. Bob Riley and ADRS Commissioner Cary Boswell.

National Disability Employment Awareness Month Recognition

In FY 2009, 16 local ceremonies were conducted by the many AGECPD local chapters throughout Alabama to celebrate National Disability Employment Awareness Month. Almost 200 certificates of recognition were awarded to businesses, individuals with disabilities, educators, professionals, media organizations and others for their commitment to employment of people with disabilities.

This year a special ADRS Business Leadership Award was presented to ADRS board member Roger McCullough of the Jefferson County Personnel Board for his outstanding, lifelong commitment to the employment of persons with disabilities. Linda Murdock of the VA Hospital in Birmingham also was honored for implementing vocational rehabilitation stimulus initiatives at the hospital.

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 2009 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



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 2009, 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 17,517 transition students receiving services and 2,178 successfully employed.

The transition program also continued to strengthen the jointly funded job coach program with more than 59 local school systems across the state. This \$1.8 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.

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 2009, 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 2009 include:

- Continued specialized services for students with specific learning disabilities and/or attention deficit disorders.
- Continued College Prep Program services offered at four sites around the state. These programs had more than 200 participants during 2009.
- 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.

- 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 in the state-level Transition Team to encourage local areas to establish Community Transition Teams to address transition issues for youth with disabilities.

Supported Employment

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 2009, this program:

- Funded 35 agencies across the state that provided supported employment.
- Had more than 550 individuals participate. Of this number, 301 were successfully employed. These individuals averaged working more than 22 hours per week with an average hourly wage of \$7.55. 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.

READI-Net: ADRS Business Relations Program

For 25 years, businesses throughout Alabama have partnered with the ADRS Business Relations Program staff to identify and improve the department's products and services for Alabama employers.

Businesses taking the lead

Staying tuned in to employers' needs, the Business Relations program has engaged employers in product design or upgrade in a number of ways throughout fiscal year 2009 through formal and informal communication and feedback from specific business groups.

In-state

- ADRS Employer Ad Hoc Advisory Committee
- ABLE (Alabama Business Leadership Employment) Network

Regionally

- Vocational Rehabilitation's (VR) southeast regional "BAG" (Business Advisory Group)

Nationally

- VR-business network, The NET (National Employment Team)

In Alabama, the ADRS Employer Ad Hoc Advisory Committee and ABLE Network are long-term, newly created business partners with ADRS. They continue to use the no-cost products and services from ADRS while advising the department on emerging needs and relevant business trends. These advisory businesses include:

- Alabama Power – A Southern Company
- Baptist Hospital
- Barfield Healthcare
- Blue Cross/Blue Shield - Alabama
- Client Logic
- Home Instead
- Jefferson County Personnel Board
- Lyons Human Resources
- Manpower Inc.
- St. Vincent's Hospital
- The West Corporation
- University of Alabama at Birmingham
- Wachovia Bank
- Wal-Mart
- Westervelt

TOP 10

Employment-Related Services

1. Job search assistance (23%)
2. Job referral (20%)
3. Employment counseling & guidance (12%)
4. Customized job development (10%)
5. Career exploration (8%)
6. Follow-up after referral/hire (6%)
7. Job interviewing assistance (4%)
8. Job applications assistance (4%)
9. Resume preparation (4%)
10. Job retention assistance (1%)

What's in a name?

The business advisers to ADRS approved the "naming" of the Business Relations program in FY 2009, now referred to as READI-Net (Resources for Employment And Disability Information Network). With the new name, the program now has an easily recognizable "brand identity."

TOP 10

Services to Business

1. Recruitment services
2. Support after hire
3. Employee-retention services
4. Jobsite disability-related accommodations
5. Wage reimbursements for on-the-job training
6. Business "tryouts" of potential candidates
7. Staff development/training
8. Consultations on ADA issues
9. Job description updates/analysis
10. Building accessibility reviews



Stimulus initiatives mean jobs for people with disabilities

Alabama employers, in concert with the VR Southeast regional Business Advisory Group (BAG) advised ADRS on customized use of stimulus dollars provided to the department through the ARRA legislation. To best impact employment outcomes for people with disabilities, while also easing the economic stress on today's employers, businesses suggested the following services which are now being implemented by ADRS to the benefit of Alabama employers and ADRS consumers.

Post-hire wage reimbursement for employers

This service offers 50 to 90 percent salary reimbursement to Alabama employers to offset the cost of training a new hire and to enhance the skills of ADRS job hires.

Pre-hire work "try-outs" (at no cost to the employer)

Three options are offered to businesses:

- a short-term job-site assessment of a potential hire by the employer
- a time-limited worksite "try-out" of individuals who could turn into future hires by the company if they do well
- internships for ADRS students through worksite opportunities related to their field of study

The on-going implementation of businesses' ideas for use of stimulus money to create jobs and/or prepare Vocational Rehabilitation job candidates for work has proven to be successful. As is evident below, snapshots of these success stories vary geographically and by type of job or business:

- **Brasfield and Gorrie** – internship
- **Personnel Board of Jefferson County** – pre-hire try-outs
- **P.F. Changs** – wage reimbursement training opportunity
- **V.A. Hospital** – multiple pre-hire initiatives with several resulting in employment
- **Barons Baseball** – a three-month pre-hire work experience
- **Holden Security (for Alabama State University)** – Pre-hire try-outs
- **Value Place Hotel** – Jobsite assessments
- **Georgia Carpet Outlet** – Pre-hire experiences with one resulting in a hire; an additional direct hire using wage reimbursement to the employer through on-the-job training
- **Shelton State Community College** – Pre-hire opportunity
- **The Children's Center** – Pre-hire work try-out

Strategic Planning Focus Groups

In FY 2009, at the request of Alabama Gov. Bob Riley, ADRS participated in strategic planning focus groups, one of which included the ADRS employer advisers.

Priorities from these businesses for the ADRS Business Relations Program included:

1. Continue a strong emphasis on business relationships to develop and maintain partnerships with employers

- Disseminate information about products and services
- Lead the collaboration among business, labor, employers and local service providers
- Maintain communication with employers

- Continue active outreach and awareness campaigns with business

2. Continue to support a high level of expertise through the ADRS business relations consultants (BRC's) statewide

3. Provide the fiscal resources necessary to support the hiring and retention of individuals with disabilities

Most valued by these businesses in their partnership with BRC's was "positive partnering" as evidenced in:

- realistic activities related to job matching
- professional listening with a focus on the needs of business
- knowing the employer's work environment with first-hand exposure
- commitment to the ADRS-business partnership

Program Highlights

STAR: Alabama's Assistive Technology Resource

Funded by the Rehabilitation Services Administration, STAR is Alabama's Assistive Technology Act Program. Through its Reutilization, Training, and Alternative Finance programs, STAR assists Alabamians with disabilities by improving access to and acquisition of assistive technology that enables them to live more independent lives.

Reutilization

In FY 2009, 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:

- Saved Alabamians with disabilities \$1,337,390.
- Received a total of 2,296 requests for assistive technology items.
- Received 1,297 donated items.
- Reused 1,528 items.
- Responded to 225 ADRS consumer requests.
- Saved ADRS \$179,063 through the provision of services to consumers.
- Reused items with an estimated new value of \$1,337,390.

Training Activities

In June 2009, STAR began a partnership with T.A.S.C. (Technology Assistance for Special Consumers) of UCP Huntsville, to develop assistive technology training modules for Alabamians with disabilities, family members, caregivers, schools, support groups, businesses, and other organizations providing services to people with disabilities. In FY 2009, 41 trainings were conducted.

STAR is also partnering with TASC on a two-year grant sponsored by the Alabama Council for Developmental Disabilities (ACDD) to provide computer training to consumers with developmental disabilities. After



completion of the training, STAR will assist with refurbishing and reutilization of approximately 100 computers for consumers.

The Alternative Finance Program (AFP)

Alabama's Ability Loan Program, a partnership that includes ADRS, STAR, Southern Disability Foundation Inc., and AuburnBank, provides individuals with disabilities access to an affordable low-interest/extended-term loan to purchase assistive technology equipment and/or other related services.

In FY 2009, the program provided 22 loans with a dollar value of \$369,779.57. The top three requested items were adaptive vehicles, vehicle modifications and hearing aids.

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 2009, this program:

- Provided 346 assistive device services to ADRS consumers.
- Provided 81 engineering design services.
- Evaluated 231 ADRS consumers for assistive technology.
- Provided AT training or demonstrations to 33 individuals.
- Provided follow-up or coordination services to 277 consumers.
- Provided one or more services to 545 ADRS consumers, including 280 VRS consumers, 71 CRS consumers, and 41 consumers of other ADRS programs.
- Provided services to 185 CRS consumers through ACT (augmentative communication technology) Clinics.

Office Locations

STATE OFFICE

602 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

602 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,
Bashi Road, 36784-1006
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 Significant Disabilities



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 significant disabilities in maintaining and regaining as much independence as possible while remaining in their homes and communities.

SAIL's team of registered nurses, rehabilitation counselors and independent living specialists provides consumers and their families with individualized services and training about the unique

problems and needs presented by their disability. Through specialized in-home education, counseling, attendant care, training, and medical services, consumers are taught about activities of daily living, health, safety and nutrition as well as assistive technology.

SAIL is comprised of three specialized programs:

“Homebound is a life-saver.”

Homebound Services provides a wide range of education and home-based services to assist people with significant 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 significant disability that limits his or her ability to live independently;
- provide evidence that by receiving this service, his or her potential to achieve independence will improve.

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

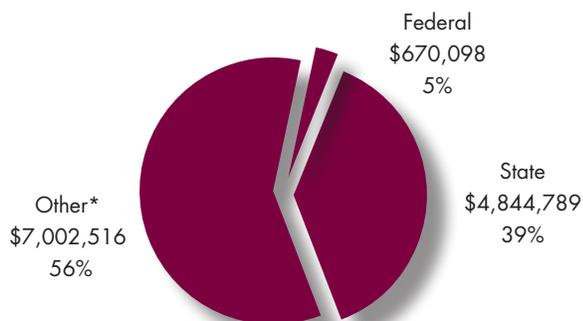
To be eligible for services through the waiver, a person must:

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

SAIL/HOMEBOUND BY THE NUMBERS

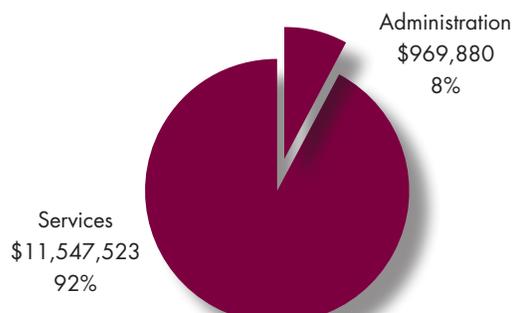
More than \$12 million to serve Alabamians with severe disabilities

Source of Revenue



* Medicaid reimbursements

Use of Revenue



Program Highlights

SAIL and services

- Assisted 2,134 Alabamians with the most-significant disabilities in remaining in their homes and communities rather than in nursing homes or other institutions, including 578 in the Homebound Program, 572 in the Independent Living Service, 571 in the Medicaid Waiver Program, and four in the Technology Assisted Waiver. An additional 409 received information and referral services from SAIL's independent living specialists.
- Provided services to consumers and families in all 67 counties through seven SAIL teams located statewide.

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 \$1,076,236.

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 participation in the Long Term Choices task forces started by the Alabama Medicaid Agency in the spring of 2006 to address options for long-term care for Alabama's elderly and people with disabilities.
- Continued involvement with the Centers for Independent Living and the State Independent Living Council.
- Continued to work with the Alabama Department of Public Health, the Alabama Department of Senior Services and the Alabama Medicaid Agency to develop a seamless system of audits for direct service providers enrolled in the provision of waiver services.
- Continued collaboration with the Department of Senior Services for the Cash and Counseling demonstration project in a pilot area in west Alabama that will involve seven counties. This project will allow SAIL Waiver consumers more freedom and flexibility over personal care services received in the home.
- 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 Supported Employment program to develop cross trainings for waiver case managers and other professionals that will allow for higher employment rates for persons with disabilities. SAIL is collaborating with the Alabama Medicaid Agency, the Independent Living Centers, the Department of Public Health, Senior Services, Mental Health, ARC, and other entities to develop the training. Once completed, the training will provide professionals with the tools needed to assist people with disabilities in maximizing their potential.

- 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, individuals with disabilities and support groups regarding work supports currently available for employment.



Office Locations

STATE OFFICE

602 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

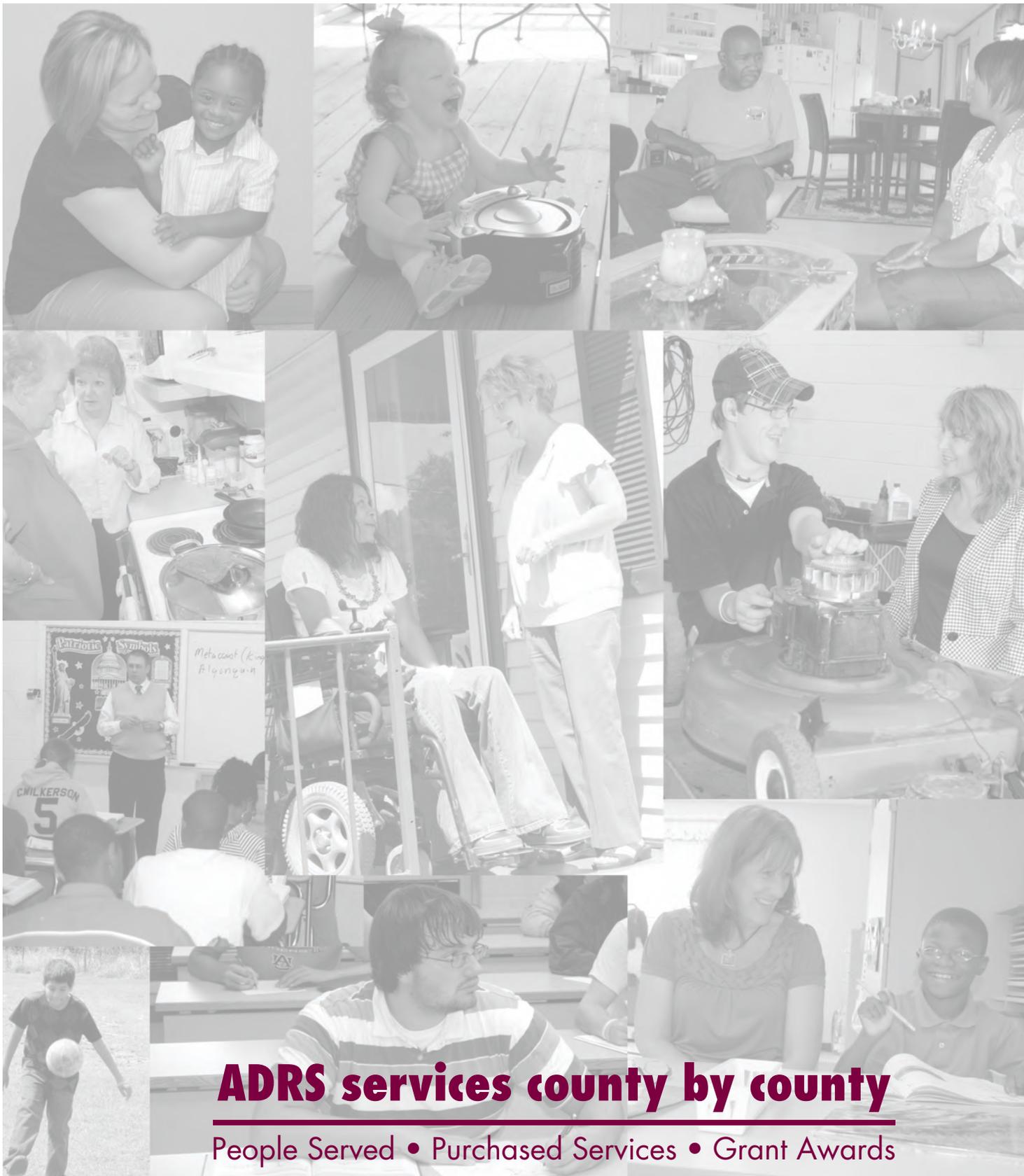
MONTGOMERY

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 2009
	Served	Rehabilitated into employment	Served	Served	Served	Total
Autauga	442	70	161	18	63	684
Baldwin	1,247	141	279	39	165	1,730
Barbour	219	27	79	26	34	358
Bibb	182	25	41	18	27	268
Blount	291	43	126	20	46	483
Bullock	100	8	48	1	15	164
Butler	272	34	108	21	12	413
Calhoun	1,795	308	710	40	157	2,702
Chambers	288	30	81	12	34	415
Cherokee	281	36	80	15	9	385
Chilton	232	38	69	16	55	372
Choctaw	143	20	45	2	12	202
Clarke	385	76	236	13	38	672
Clay	148	23	289	10	8	455
Cleburne	112	12	76	5	17	210
Coffee	319	30	104	23	52	498
Colbert	660	84	108	9	46	823
Conecuh	115	5	76	12	15	218
Coosa	121	22	12	5	6	144
Covington	359	64	209	26	25	619
Crenshaw	141	19	57	10	7	215
Cullman	524	90	140	14	122	800
Dale	357	32	128	18	63	566
Dallas	194	26	201	23	78	496
Dekalb	480	113	212	33	90	815
Elmore	1,035	143	193	27	93	1,348
Escambia	316	53	72	14	43	445
Etowah	1,232	162	671	51	110	2,064
Fayette	179	17	42	7	39	267
Franklin	359	39	63	9	25	456
Geneva	234	39	71	16	23	344
Greene	51	4	49	11	21	132
Hale	142	15	51	5	30	228
Henry	114	13	44	11	17	186

People Served

Counties	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL (Homebound) Service	Early Intervention System	Fiscal 2009
	Served	Rehabilitated into employment	Served	Served	Served	Total
Houston	891	134	284	39	112	1,326
Jackson	512	71	136	18	48	714
Jefferson	8,626	1,107	996	228	993	10,843
Lamar	130	17	41	7	65	243
Lauderdale	797	117	206	14	75	1,092
Lawrence	218	35	65	15	31	329
Lee	705	99	279	28	99	1,111
Limestone	385	65	150	22	89	646
Lowndes	93	6	55	7	13	168
Macon	146	14	82	10	14	252
Madison	2,969	346	665	41	398	4,073
Marengo	288	18	74	23	43	428
Marion	356	30	60	23	84	523
Marshall	475	92	246	33	134	888
Mobile	3,802	511	1,221	155	536	5,714
Monroe	222	27	115	20	12	369
Montgomery	2,539	287	802	101	265	3,707
Morgan	1,164	186	235	37	176	1,612
Perry	35	2	49	7	24	115
Pickens	166	20	65	15	36	282
Pike	351	45	103	15	42	511
Randolph	167	24	54	11	14	246
Russell	214	37	102	18	42	376
Shelby	1,661	95	216	18	337	2,232
St. Clair	530	82	151	29	115	825
Sumter	132	14	40	16	30	218
Talladega	939	140	227	64	96	1,326
Tallapoosa	432	48	80	16	22	550
Tuscaloosa	2,263	286	517	65	299	3,144
Walker	916	97	141	19	107	1,183
Washington	189	31	167	11	16	383
Wilcox	61	1	65	3	28	157
Winston	313	24	48	16	52	429
Total	45,756	5,969	12,694 ¹	1,724	6,044	66,218 ²

¹ Includes adult hemophilia and former residents who received services during FY 2009; ² may include individuals who received services from multiple divisions

Purchased Services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2009
<i>Counties</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Total</i>
Autauga	\$303,695.49	\$36,112.56	\$143,477.90	\$483,285.95
Baldwin	\$343,599.82	\$54,006.40	\$77,721.21	\$475,327.43
Barbour	\$29,404.50	\$91,693.95	\$56,977.31	\$178,075.76
Bibb	\$74,372.21	\$182,046.50	\$89,119.86	\$345,538.57
Blount	\$84,932.66	\$28,681.93	\$126,673.65	\$240,288.24
Bullock	\$10,988.75	\$24,407.82	\$9,653.11	\$45,049.68
Butler	\$115,603.71	\$17,556.17	\$73,033.97	\$206,193.85
Calhoun	\$824,442.98	\$82,586.67	\$134,159.28	\$1,041,188.93
Chambers	\$144,261.25	\$48,325.93	\$73,050.24	\$265,637.42
Cherokee	\$60,310.95	\$19,870.29	\$42,112.18	\$122,293.42
Chilton	\$75,390.93	\$91,395.50	\$71,206.45	\$237,992.88
Choctaw	\$23,658.37	\$18,037.90	\$29,937.83	\$71,634.10
Clarke	\$57,041.73	\$44,059.38	\$106,265.01	\$207,366.12
Clay	\$17,528.65	\$16,493.67	\$34,456.39	\$68,478.71
Cleburne	\$54,341.96	\$17,773.28	\$12,461.05	\$84,576.29
Coffee	\$110,978.89	\$47,150.69	\$85,264.81	\$243,394.39
Colbert	\$161,018.98	\$74,190.66	\$47,955.42	\$283,165.06
Conecuh	\$34,707.76	\$19,684.15	\$15,866.72	\$70,258.63
Coosa	\$5,599.00	\$13,624.69	\$15,724.27	\$34,947.96
Covington	\$120,473.28	\$42,671.13	\$58,604.43	\$221,748.84
Crenshaw	\$60,613.21	\$20,307.76	\$34,794.02	\$115,714.99
Cullman	\$137,597.06	\$339,323.78	\$29,195.94	\$506,116.78
Dale	\$136,985.81	\$31,977.27	\$77,043.37	\$246,006.45
Dallas	\$160,098.70	\$23,439.19	\$136,454.58	\$319,992.47
Dekalb	\$237,450.19	\$63,048.48	\$84,785.32	\$385,283.99
Elmore	\$404,771.15	\$65,784.22	\$168,271.26	\$638,826.63
Escambia	\$45,500.16	\$21,390.68	\$19,491.72	\$86,382.56
Etowah	\$312,664.85	\$57,508.13	\$163,421.75	\$533,594.73
Fayette	\$58,514.63	\$21,209.41	\$13,993.49	\$93,717.53
Franklin	\$121,982.62	\$24,670.47	\$27,525.34	\$174,178.43
Geneva	\$80,604.59	\$21,398.39	\$64,350.13	\$166,353.11
Greene	\$9,393.21	\$15,870.44	\$53,576.20	\$78,839.85
Hale	\$27,893.55	\$14,546.31	\$9,308.74	\$51,748.60
Henry	\$50,353.01	\$16,322.27	\$45,941.46	\$112,616.74

Purchased Services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2009
<i>Counties</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Total</i>
Houston	\$462,940.51	\$110,168.51	\$119,797.39	\$692,906.41
Jackson	\$159,474.04	\$30,237.81	\$100,018.70	\$289,730.55
Jefferson	\$3,224,648.37	\$431,772.38	\$1,144,915.40	\$4,801,336.15
Lamar	\$67,434.23	\$26,010.09	\$51,288.83	\$144,733.15
Lauderdale	\$254,718.63	\$406,300.99	\$112,287.17	\$773,306.79
Lawrence	\$64,161.25	\$104,493.42	\$101,160.10	\$269,814.77
Lee	\$384,961.57	\$174,780.92	\$126,334.26	\$686,076.75
Limestone	\$150,161.69	\$42,418.47	\$101,832.84	\$294,413.00
Lowndes	\$46,394.45	\$14,954.63	\$40,157.97	\$101,507.05
Macon	\$64,428.12	\$102,957.73	\$41,807.05	\$209,192.90
Madison	\$1,170,230.70	\$163,128.93	\$239,423.15	\$1,572,782.78
Marengo	\$137,134.16	\$19,924.00	\$76,203.68	\$233,261.84
Marion	\$150,838.37	\$24,142.01	\$109,531.07	\$284,511.45
Marshall	\$138,809.81	\$120,726.11	\$116,708.99	\$376,244.91
Mobile	\$1,432,523.56	\$219,043.09	\$750,052.03	\$2,401,618.68
Monroe	\$44,856.97	\$24,597.01	\$55,086.85	\$124,540.83
Montgomery	\$1,064,955.88	\$80,579.76	\$594,021.91	\$1,739,557.55
Morgan	\$323,313.12	\$58,505.33	\$211,670.86	\$593,489.31
Perry	\$27,973.66	\$13,715.39	\$27,818.12	\$69,507.17
Pickens	\$37,810.96	\$24,182.39	\$97,121.47	\$159,114.82
Pike	\$120,051.02	\$60,597.22	\$20,233.13	\$200,881.37
Randolph	\$52,011.90	\$27,126.56	\$33,700.11	\$112,838.57
Russell	\$87,945.64	\$28,768.04	\$75,859.13	\$192,572.81
Shelby	\$365,003.73	\$99,302.10	\$69,004.49	\$533,310.32
St. Clair	\$116,242.53	\$39,343.65	\$91,645.51	\$247,231.69
Sumter	\$23,173.30	\$19,184.08	\$59,688.99	\$102,046.37
Talladega	\$240,755.09	\$74,750.85	\$202,624.02	\$518,129.96
Tallapoosa	\$176,420.81	\$23,137.81	\$92,099.09	\$291,657.71
Tuscaloosa	\$911,123.27	\$91,126.74	\$323,268.31	\$1,325,518.32
Walker	\$385,483.02	\$68,140.86	\$65,484.33	\$519,108.21
Washington	\$42,276.56	\$33,259.71	\$46,613.19	\$122,149.46
Wilcox	\$23,497.04	\$18,406.75	\$8,506.41	\$50,410.20
Winston	\$63,700.40	\$20,202.69	\$47,934.28	\$131,837.37
Totals	\$16,512,228.97	\$4,504,403.58¹	\$7,585,773.24	\$28,602,405.79

¹ includes clinic, factor, and purchased services; includes adult hemophilia

Grant Monies and Accomplishments

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 2009.

Hemophilia Program - \$28,112

Awarded by Hemophilia of Georgia, funded through Region IV South Maternal and Child Health Bureau Bleeding Disorders Program (administered through Children's Rehabilitation Service)

To provide access to comprehensive, culturally sensitive, family-centered bleeding disorder care and services in the state of Alabama, facilitating consumer involvement and providing access to clotting factor products as appropriate.

FY 2009 Accomplishments

- Served 330 people with bleeding disorders.
- Served 38 uninsured participants.
- Conducted outreach programs, educating 166 people.
- Provided monthly pediatric Hemophilia Treatment Clinics (Birmingham).
- Provided monthly adult Hemophilia Treatment Clinics (Birmingham).
- Provided six Hemophilia Treatment Clinics (Mobile).
- Provide two satellite pediatric clinics (Montgomery).
- Provided approximately 2 million units of clotting factor for treatment at a cost of more than \$1.4 million.

Work Incentive Planning Assistance Grant (WIPA) - \$182,000

Funded by Social Security Administration

To disseminate information to SSDI/SSI beneficiaries to allow them to make informed decisions regarding return-to-work issues and how work may affect their current and future benefit status. The current project serves 29 southern counties in Alabama. Annual goals of the project include providing direct, intensive services to a minimum of 600 beneficiaries and recipients of SSDI and SSI and to provide outreach in the form of training and presentations at a minimum of 50 events and 600 individuals. The program funds three full-time community work incentive coordinators (CWIC's) who are required to complete and maintain a rigorous SSA training and certification process.

FY 2009 Major Accomplishments

- Exceeded targets in serving beneficiaries providing outreach and training events.
- Collaborated with multiple agencies in the

development of an interagency coordinating committee comprised of representatives from the Social Security Administration, Alabama Disabilities Advocacy Program (ADAP), DPN (Navigator Grant) staff, Medicaid Infrastructure Grant (MIG) staff, and ALA-WIN grantee staff.

- The Alabama SSA Partnership Initiative collaboratively developed an interagency brochure identifying services of each of the partner agencies.

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

Awarded to ADRS by Health Resources and Services Administration

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

FY 2009 Major Accomplishments

- All ADRS Blind Services consumers will be routinely screened for traumatic brain injury using a protocol developed as a result of pilot project activities undertaken during the grant.
- Ongoing training will be provided for ADRS Blind Services staff regarding effective interventions and relative research in order to provide the most effective services to consumers with co-existing TBI and blindness or visual impairment.
- Developed "A Strategic Plan to Increase Neurobehavioral Health Services for Alabamians with Traumatic Brain Injury" with the following goals:
 - Screening, identification and assessment of behavior problems
 - Referral services that result in seamless, timely and appropriate treatment, services and supports
 - Treatment and supports based on best practices and identified outcomes
 - Integrated treatment for co-occurring disorders
 - Funding to support crisis management, treatment, services, supports and follow-up
 - Collaborative agreements among agencies to coordinate supports and service
 - Professional and provider workforce development and training
 - Elimination of inappropriate placement in correctional facilities, institutions and homelessness as a last resort.
- Developed an "Outreach and Collaboration Opportunities Report" that identifies organizations and funding sources affecting neurobehavioral health issues in Alabama.

Client Assistance Program - \$149,793 (2009 funding \$85,366)

Awarded by Rehabilitation Services Administration

To assist citizens of the state by acting as an advocate regarding services provided by Vocational Rehabilitation Service, independent living programs, and projects funded under the Rehab Act of 1973.

FY 2009 Major Accomplishments

- CAP Survey completed and initiated.
- CAP website (www.sacap.alabama.gov) completed.

In-Service Training Grant - \$114,800 (fourth year of five-year cycle)

*Awarded by U.S. Department of Education
Rehabilitation Services Administration*

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 department's training needs and objectives within the State Plan, and ensure the continued implementation of a Comprehensive System of Personnel Development (CSPD).

FY 2009 Accomplishments

- Continued to offer training and continuing education in areas such as specific disability, medical updates, supported employment, workforce development, transition services, assistive technology, case management, etc., in cooperation with community partners.
- Increased the use of technology to reduce travel costs, allowing options for various training formats and increasing opportunities for continuing education credits needed for certification and licensure boards.
- Through recruitment, education, training, and retention efforts, increased the number of direct service VRS staff who meet state and federal criteria of the CSPD.
- Partnered with in-state university programs to provide educational opportunities for 38 ADRS rehabilitation counselors, senior rehabilitation counselors, and unit supervisors so that they could complete the graduate coursework required to meet CSPD expectations.
- Continued training and succession planning efforts aimed at preparing current and future leaders from within the department.
- Began a statewide effort to increase knowledge of serving consumers from multicultural backgrounds.

Emblem Club - \$99

Awarded by the Emblem Club of Anniston

To provide funds for equipment for Children's Rehabilitation Service Augmentative Communication Technology (ACT) Clinic.

Kiwanis - \$250

Awarded by Kiwanis Club of Oxford

To provide funds for equipment for Children's Rehabilitation Service Augmentative Communication Technology (ACT) Clinic.

FY 2009 Accomplishments

- Purchased Go Talk 20 for the Children's Rehabilitation Service Augmentative Communication Technology (ACT) Clinic

Randy Wood - \$1,000

Awarded by State Rep. Randy Wood (R-Anniston)

To provide funds for Children's Rehabilitation Service video.

Easter Seals/Calhoun Co. - \$500

Awarded by Easter Seals/Calhoun County

To provide transportation funds for Children's Rehabilitation Service.

Optimist Club of Huntsville - \$500

Awarded by Optimist Club of Huntsville

To purchase food models for use in clinics with consumers from Madison, Morgan, Marshall, Limestone and Jackson Counties.

FY 2009 Accomplishments

- Food models represent the actual size of a serving and the consumer/family can see what a normal portion looks like. Models may also be used to determine what a healthy meal looks like.

Independence Through Employment Grant - \$114,800

(fourth year of five-year cycle)

Awarded by Department of Human Resources

To assist Temporary Assistance for Needy Families (TANF) with members with disabilities in gaining independence through employment.

FY 2009 Accomplishments

- Served more than 2,500 DHR referrals statewide
- Assisted 20 percent of referrals with productive outcomes
- Funding has increased each year
- Will add two counselors in FY 2010

Many thanks ...

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

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Deanna Turner – SAIL, Anniston

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.



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