

Together Success

At Home

At Work

At School

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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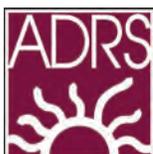
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Commissioner's Message

Dear Friends,

Once again, it is my pleasure as commissioner to present "Together, Success," the annual report for the Alabama Department of Rehabilitation Services.

While I am very proud to share with you the "numbers" that are the black ink evidence of our staff's hard work and accomplishments throughout the year, it is the personal stories of success that bring me the greatest satisfaction. Collectively, the stories illustrate the broad spectrum of challenges our consumers and their families face every day. Individually, they reflect the life-changing achievements that motivate our staff as they share the dream of independence with the children and adults we serve. I cordially invite you to review this report with an eye on both aspects: the statistics and the real people those statistics represent.



You will also see that 2010 has been a year of improvement. Funding challenges have driven us to re-evaluate our priorities and take some innovative approaches to providing services. I have borrowed from a popular coach and adopted the philosophy that we must "perform to a standard." Our standard must always be to do everything in our power to provide the best quality services to the children and adults with disabilities who most need them. We can best accomplish that by aligning our resources with our priorities, measuring our effectiveness with new tools such as business intelligence, and relying on a creative, dedicated staff. This report shows the remarkable progress we are making!

We also acknowledge that the accomplishments we report and the successes our consumers experience would not be possible without our partners in every community across this state. Local school systems, community programs, other state agencies, and policymakers at every level of government all share with this department the achievements of our staff and consumers. To our many partners, I say "thank you" for working so hard. It is from these partnerships, and our shared vision, that we draw the name of this report: Together, Success.

As we head into a new year, I challenge all to join us in rededicating ourselves to our mission: *to enable Alabama's children and adults with disabilities to achieve their maximum potential.*

Board of Rehabilitation Services

My Friends,

What a blessing it has been to have spent another wonderful year as the chairwoman of the Alabama Board of Rehabilitation Services!

Once again, I was fortunate to have had the opportunity to see firsthand the tremendous impact that ADRS has on the lives of the thousands of babies, children, teenagers, and adults it serves. Their achievements are truly a living testament to the tireless work of our caring, compassionate, committed staff. Their successes also illustrate the value of our partnerships – with school systems, community programs,



District 3
Patricia "Cricket"
Floyd

and other governmental agencies.

On behalf of the board, I would like to offer my heartfelt thanks to our staff as well as our partners for another outstanding year! As the annual report's theme emphasizes, together we can do more!

Patricia "Cricket" Floyd



About the Alabama Board of Rehabilitation Services

The Alabama Board of Rehabilitation Services consists of seven members, one from each U.S. Congressional District. Board members are appointed by the governor and confirmed by the Alabama Senate. Three members must be individuals with a disability, selected from consumer disability organizations; one member must be the parent of a child with a disability; and three members must be from organizations of business and industry within the state.

The board's responsibilities include making rules and regulations for the provision of rehabilitation services; directing and supervising the expenditure of legislative appropriations; disseminating information concerning and promoting interest in disability and rehabilitation issues; taking appropriate action to guarantee rights of and services to people with disabilities; and serving as the governing authority of programs administered by the department.



Stephen Kayes
District 1
Mobile



Jimmie Varnado
District 2
Montgomery



David Brock
District 4
Boaz



Russell Brown
District 5
Huntsville
(died while in office)



Roger McCullough
District 6
Birmingham



Mitch Strickland
District 7
Tuscaloosa

The ADRS Continuum of Services: For a lifetime.

Whether the person is a child born with a disability or someone who acquires a disability later in life, the goal is the same: self-sufficiency and independence. With individualized services provided in homes, schools, the workplace, and the community, ADRS assists every person in achieving his or her maximum potential.

Alabama's Early Intervention System



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

Children's Rehabilitation Service



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

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

Vocational Rehabilitation Service



Through partnerships with school systems, post-secondary institutions, and community rehabilitation programs, VRS provides rehabilitation, education and employment-related services to more than 45,000 teens and adults with disabilities each year.

Every year, VRS Employer Services provides nearly 5,400 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 cafeterias, snack bars, and vending operations in locations statewide.

State of Alabama Independent Living/Homebound (SAIL)



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

T O G E T H E R • S U C C E S S



Consumer
Stories

Rainer Family Vestavia



The Rainer family – Kelly, Matt, and Vaughan – poses for a photo

“They gave us tools and tips to help Vaughan that involved the whole family. They were my guideline for how to meet his needs.”

When Kelly and Matt Rainer learned their son, Vaughan, had Down syndrome, they were concerned about caring for him.

Their doctor at Jackson Hospital in Montgomery told them not to worry.

“You just take him home and change his diapers, like any other baby,” the doctor said. The doctor also told them to contact Alabama’s Early Intervention System, “and everything will be fine.”

Less than four weeks after Vaughan was born, the family had its first meeting with Chris Gaston, their service coordinator with the Children’s Center of Montgomery (PPEI), a part of Alabama’s Early Intervention System.

Chris arranged for Vaughan to have a physical

therapist and an occupational therapist come into the home monthly to provide services in his natural environment.

“They gave us tools and tips to help Vaughan that involved the whole family,” said Kelly, who has two older sons. “They were my guideline for how to meet his needs.”

With their help, Vaughan learned to crawl, sit up on his own, and stand.

Kelly was so grateful for the services that she advocated for EI at the Alabama State House when she learned about looming budget cuts. She attended numerous budget meetings and spoke to several senators and representatives about the importance of EI and what it has done for her family.

Because of Kelly and the advocacy of other EI families, state legislators boosted EI’s funding by \$200,000, though state legislators had limited resources at their disposal.

“It was very empowering,” she said. “It was important to make the senators and representatives aware of EI. I had to educate them on why EI is important.”

Partners in Success

- Vaughan Rainer and family
 - Alabama’s Early Intervention System
 - Children’s Center of Montgomery (PPEI)
 - UCP of Greater Birmingham (Hand in Hand)
- Future partner:** Vocational Rehabilitation Service (for education or training, employment assistance)

When the Rainer family decided to move to the Birmingham area, the family did not lose its EI services.

With EI services available all across the state, the transition to using the UCP of Greater Birmingham (Hand in Hand) early intervention program in Birmingham was a smooth one for the family.

Vaughan still has a service coordinator, an occupational therapist and a physical therapist. He also has a speech therapist and is progressing quickly.

The family is no longer worried about raising a child with a disability.

Kelly wrote a letter to PPEI Early Intervention to express her and her husband’s gratitude.

“You all helped introduce Matt and me into this beautiful world of raising a child with a disability,” she wrote. “Your commitment to helping him helped us more than you will ever understand.”



Vaughan plays with a toy with Patty Smith, left, his occupational therapist, and Melissa Cheslock, his speech-language pathologist

Dale and Katelyn read a book with their speech-language pathologist, Jodi Hargrove



Dobbins Twins Hope Hull

Vera Dobbins calls her twins her “little miracles.”

Born at 26 weeks, Katelyn weighed a mere 1 pound, 4 ounces at birth, while her brother, Dale, tipped the scales at 1 pound, 14 ounces.

The babies spent more than three months in the neonatal intensive care unit (NICU) before they were able to go home. Both twins spent several weeks on a ventilator.

While the babies were hospitalized, it was difficult for Vera, and her husband, Roger, to see their children in such dire circumstances. They hoped they would be OK.

Now that the two-year-old twins are out of the hospital, they are doing better than OK. Thanks to Alabama’s Early Intervention System (EI), they are thriving.

Though the twins were frail when they left the hospital, the friendly, outgoing pair is now walking, saying single words, and eating a variety of foods.

Vera credits EI for her children’s

progress.

“If it weren’t for them, they would not have done this well,” she said.

Dale receives occupational and speech therapy, and his sister receives occupational, physical, and speech therapy, all through Children’s Center (PPEI) of Montgomery.

Because both children have vision problems, their service coordinator, Michele Narcisse, arranged for them to see the vision specialist at the Montgomery office of the Alabama Institute for Deaf and Blind.

Vera said she is happy to have Michele in their lives.

“Anytime I need anything, I just let Michele know and

“If it weren’t for EI, they would not have done this well.”

she helps me with it,” she said.

Vera said that whenever she takes the twins in for their checkups, the doctors and nurses are amazed by the improvements.

“When I go back to visit, they are surprised at how well they’re doing,” Vera said. “They’re doing wonderfully. They have come a long way.”



Katelyn smiles as she works with her occupational therapist, Heather Scott

Partners in Success

- Katelyn and Dale Dobbins and family
- Alabama’s Early Intervention System
- Children’s Center of Montgomery (PPEI)
- Alabama Institute for Deaf and Blind, Montgomery

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



Alista smiles as she poses for a photo.

Alista “Hayden” Ningsanont Piedmont

“They do everything for me. This is like the greatest invention for someone with a child with special needs.”

When Alista “Hayden” Ningsanont began missing developmental milestones, Windy Davis knew something wasn’t right with her daughter.

At six months, the infant was not crawling, rolling over, or babbling.

Windy shared her concerns with her daughter’s pediatrician, who referred her to Alabama’s Early Intervention System (EI).

After an evaluation revealed delays, Hayden began receiving speech, occupational, and physical therapy through East Central Alabama United Cerebral Palsy in Anniston.

To address her ongoing feeding issues and poor muscle tone, EI sent her to Children’s Rehabilitation Service (CRS) for Feeding Clinic and Orthopedic Clinic.

It was during a clinic visit

that CRS staff members noticed the youngster’s skin had a bluish tint, a classic sign of oxygen deprivation. After visits with a pulmonologist and a gastroenterologist, the family was sent to a geneticist, where Hayden was diagnosed with Rett syndrome, a developmental disorder that affects mostly girls and causes problems in brain functioning.

Windy was concerned and anxious, but she didn’t have to go it alone.

Stacie Rolfe, Hayden’s CRS care coordinator at the time, was by her side.

“I was freaking out,” Windy said. “I didn’t know what was wrong with Hayden. I was so grateful to have Stacie there.”

After the diagnosis, CRS arranged for Hayden to receive therapy from the University of Alabama at Birmingham (UAB) Rett Center and Rett Syndrome Clinic.

Though the trips back and forth to Birmingham are not easy on the family, CRS assists with travel and other financial needs.

Besides Orthopedic and Feeding clinics, Hayden has also attended Seizure; Hearing; and Seating, Positioning, and Mobility (SPM) clinics. Since Hayden is still unable to walk, CRS has provided a stroller, gait trainer and leg brace.

The program also has helped in other ways, arranging clinic services, scheduling and attending doctor’s appointments with the family, locating financial services, and assisting the family with local housing.

Now 4, Hayden attends Piedmont Elementary School, with the school system providing speech, occupational and physical therapy at the school weekly.

Windy said she is grateful to CRS for all it has done for her and her daughter.

“If it wasn’t for them, I wouldn’t know what to do,” Windy said. “They do everything for me. This is like the greatest invention for someone with a child with special needs.”



Alista is held by her mother, Windy Davis, while surrounded from left to right, by Kym Smart, her speech-language pathologist, Randy Whitt, her care coordinator, Stacie Rolfe, her former care coordinator, and her teacher Kim Latta

Partners in Success

- Hayden Ningsanont and family
- Alabama’s Early Intervention System
- Children’s Rehabilitation Service
- East Central Alabama UCP
- University of Alabama at Birmingham Rett Center
- Piedmont Elementary School

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

Maya Ross chats with her mother, Tita, and her care coordinator, Constance Phillips



When Maya Ross was born premature, Tita Ross worried about her daughter’s survival.

“I prayed a lot,” she said. “There were so many tubes coming out of her little body.”

Born after 5 ½ months and weighing a paltry 1 pound, 11 ounces, the newborn had a range of health issues – cerebral palsy, a visual impairment, a heart murmur.

When her little girl survived, though, she began to worry instead about her quality of life.

“I wondered what type of life she would have with all of these disabilities,” she said.

Then she found the Alabama Department of Rehabilitation Services, and her worries subsided.

As soon as her young daughter left the hospital, she was enrolled in Alabama’s Early Intervention System, with Cahaba Center Early Intervention in Selma providing her with physical, occupational, and speech therapies.

She also became a “CRS baby,” attending Hearing and Orthopedic clinics at

the Children’s Rehabilitation Service office in Selma.

CRS also recommended and coordinated four surgeries for Maya to assist her with walking.

The youngster also was evaluated for a walker, but is doing so well that she doesn’t need one.

CRS also has helped in ways that go beyond Maya’s medical needs.

When the family’s house was destroyed in a fire just before Christmas in 2009, CRS was there to help, donating clothing and raising money for a \$100 Walmart gift card.

“It was wonderful,” Tita said. “To know that they care as much as they do is a good feeling. A real good feeling.”

Today, Maya is 12 years old and attends F. S. Ervin Elementary School in Pine Hill.

CRS continues to be a part of her life. She still attends Orthopedic Clinic and sees a nutritionist.

Tita said she is glad CRS has been there for her family.

Partners in Success

- Maya Ross and family
- Alabama’s Early Intervention System
- Cahaba Center Early Intervention
- Children’s Rehabilitation Service
- F.S. Ervin Elementary School

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

Maya Ross Arlington

“They show so much love,” Tita said. “Some people do things because it is their job, and it is their job. But to me, they actually care.”

“They (CRS staff) show so much love. Some people do things because it is their job, and it is their job. But to me, they actually care.”



Maya and mother Tita share a hug

Timothy Robinson Mobile

LeFlore High School was leading Spanish Fort with 37 seconds left to play in the 2009 homecoming game when LeFlore linebaker Timothy Robinson tackled an opposing player at the goal line, preserving the win for his team.

“It was a normal tackle, a clean hit,” said Evelyn McGhee, Timothy’s mother. “He just didn’t get back up.”

Though it looked like a routine tackle, the play resulted in a traumatic brain injury that left Timothy paralyzed on the left side of his body and unable to walk or talk.

When he was finally released from the hospital months later, he had a single goal: to graduate from high school with his peers.

Later that year, in an emotional ceremony, he did.

As his name was called and he rolled across the stage, the crowd rose to its feet, applauding the young man’s accomplishment. At the conclusion of graduation, Timothy led his classmates in turning their tassels.

Since returning home from the hospital, Timothy has received a range of services from the Alabama Department of Rehabilitation Services.

For home modifications, the family turned to the State of Alabama Independent Living (SAIL)/Homebound program and Independent Living Specialist Polly Jones, who assisted with the addition of a wheelchair ramp and the widening of the front door and his bedroom door. The modification of the bedroom door was especially important, his mother said, because it meant his hospital bed could be moved out of the family living room.

“I’m so grateful and appreciative,” Evelyn said. “Being able to stay in his bedroom is giving him a sense of individuality and privacy.”

Ron Haynes, the traumatic brain injury coordinator in the Mobile office of Vocational Rehabilitation Service office, in the meantime, has helped the family access resources and provided brain workout

“I’m so grateful and appreciative. Being able to stay in his bedroom is giving him a sense of individuality and privacy.”



Timothy poses for a photo.

exercises to help with his recovery.

Jo Blount, the traumatic brain injury care coordinator for Children’s Rehabilitation Service in Mobile, has arranged for him to attend Cerebral Palsy Clinic and Neuromotor Clinic – where he sees a neurologist, physical therapist, and occupational therapist. He also has attended Seating, Positioning, and Mobility Clinic; Eye Clinic; and ACT Clinic, where the team recommended and purchased a Dynavox speech-generating device to help him communicate.

As he continues to improve, VRS will be on hand to assist him with his employment goals, whether they lead to additional education or directly to the workplace.

Evelyn said she is optimistic about her son’s future.

“He’s such a strong spirit, a driving force” she said. “I believe he is going to succeed,” she said.



Timothy’s parents, Evelyn and Ben McGhee, join him as he is named Mr. Senior prior to the game in which he sustained his brain injury

Partners in Success

- Timothy Robinson
- Children’s Rehabilitation Service
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/Homebound program
- LeFlore High School

Allen participates in a class at ADRS' Lakeshore Rehabilitation Facility



Allen Privett Addison

From early on, Rita Privett knew something was different about her son Allen.

He was preoccupied with certain objects, such as fans and tractors. He struggled with some school subjects, but excelled in others. Teachers complained that he seemed to be in his own world.

Not knowing what was wrong, Rita sought help. But nothing worked.

"We saw five psychiatrists," Rita said. "Each one had a new drug and a new diagnosis."

Meanwhile, school was not improving. Stressed, Allen began pulling his hair out in clumps, creating bald spots all over his head.

Finally, a family friend recognized Allen's symptoms as Asperger's syndrome, a form of autism, and referred the young man to a Birmingham clinic that specializes in autism spectrum disorder.

For a time, his school situation got better. He was placed in a special education class, where he received one-

on-one attention.

Then came No Child Left Behind, which forced his return to mainstream classes. He was miserable, bullied by fellow students.

"They figured out a way to torture him everyday," his mother said.

Finally, Rita pulled her son out of school with the hope that eventually he would earn a GED.

Years later, while applying for assistance through the Social Security Administration, the family was referred to Vocational Rehabilitation Service (VRS), and Allen's life began to turn around.

The teen's rehabilitation counselor, Jonathan Sanders, immediately went to work on Allen's case. He referred the young man to ADRS' Lakeshore Facility, where he was evaluated to determine appropriate accommodations for his GED exam, participated in career exploration, and attended a social skills class designed specifically for young people with autism. A VRS business

relations consultant, in the meantime, provided coaching in resume development and the application process.

All of the hard work paid off. Recently, with assistance from VRS, Allen landed a job at Hyatt's Market in Addison and is doing great.

He continues to work toward his goal of earning a GED.

"I don't know what we would have done without them (VRS and ADRS Lakeshore)," his mother said. "They didn't slam the door. He had so many doors slammed in his face. They opened the door and welcomed us with open arms."

"I don't know what we would have done without VRS and ADRS Lakeshore. They opened the door and welcomed us with open arms."



Allen Privett listens to Andrea Nelson, a vocational evaluator at Lakeshore, during CONNECTIONS, a social skills class for young people with autism

Partners in Success

- Allen Privett and family
- Vocational Rehabilitation Service
- ADRS Lakeshore Rehabilitation Facility
- Hyatt's Market

Alicia Finley Birmingham

Mention the phrase “dream team” and the 1992 U.S. men’s Olympic basketball team may spring to mind.

Alicia Finley’s dream team, though, has nothing to do with jump shots, free throws, or rebounds.

Instead, her team – comprised of hard-working professionals from Children’s Rehabilitation Service (CRS), Vocational Rehabilitation Service (VRS), Jefferson County Schools, the Alabama Department of Mental Health, the Alabama Disabilities Advocacy Program (ADAP), Independent Living Resources of Greater Birmingham and United Cerebral Palsy (UCP) of Greater Birmingham – specializes in improving independence for people with disabilities.

“It’s almost like the whole community has gotten behind Alicia,” CRS care coordinator Cassie Sigler-Allen said of the 22-year-old, who has cerebral

palsy and lives in a nursing home in Birmingham.

Alicia’s team was assembled when, at 18, her medical issues forced her move into a nursing home.

Since then, the group –

Partners in Success

- Alicia Finley
- Children’s Rehabilitation Service
- Vocational Rehabilitation Service
- Jefferson County Schools
- Alabama Department of Mental Health
- Alabama Disabilities Advocacy Program (ADAP)
- Independent Living Resources of Greater Birmingham
- United Cerebral Palsy (UCP) of Greater Birmingham

“We’re going to be there for her. This team has really enabled Alicia to thrive when her situation looked dim.”



Alicia smiles for the camera in her room at a Birmingham nursing home

coordinated by Sigler-Allen – has been a vital part of her life, assisting in moving her into a different nursing home; obtaining funding for and setting up environmental controls, a laptop, printer, and head mouse for her room; helping her transition to adult health care; and arranging and setting up a workstation for a paid work experience. The team also has celebrated holidays with her – even throwing a party to commemorate her 21st birthday.

Everything has been done with one goal in mind: “We really want her to live as independently as possible,” said Sigler-Allen.

As part of that, Alicia is working with VR counselor Tankiya Williamson to obtain a job.

Whatever happens, though, her “dream team” will be by her side.

“We’re going to be there for her,” Sigler-Allen said. “This team has really enabled Alicia to thrive when her situation looked dim.”



Alicia Finley poses for a shot with the members of the Homewood ACT Clinic team. From left to right, Cassie Sigler-Allen, care coordinator; Billy Ronilo, physical therapist; Bynum Duren, rehabilitation technology specialist; Karen Baggett, speech-language pathologist; Laura Vogtle, occupational therapist; and Meagan Stewart, care coordinator.

Courtney poses with his mother, Coretta, and Susan Smith, SAIL nurse in the Homewood office



Courtney King Fairfield

While home from college one weekend in 2007, Courtney King found himself in the wrong place at the wrong time.

Courtney, now 22, decided to go out with his cousin and his cousin's friends.

While the group was stopped at a red light, the driver, someone Courtney did not know, had words with someone outside the car.

That person then shot at the driver, but missed, and hit Courtney in the right side of the head, causing a traumatic brain injury and paralysis on his left side.

At the hospital, Coretta K. Layfield, his mother, waited anxiously for news on her son's condition.

She prayed alone, and with the pastor's wife and family members that Courtney would make it through.

She did not lose hope when hospital staff asked if he was an organ donor or when he stopped breathing and she was asked to make a decision.

"Do whatever you have to do," Coretta said.

Courtney survived the

night and showed steady improvement.

Doctors attributed his survival to his athleticism. Prior to the shooting, Courtney had been attending Concordia College in Selma on a basketball scholarship.

Coretta also knew that it was God answering prayers.

Courtney was hospitalized for two months. After a week at Spain Rehabilitation Center at the University of Alabama at Birmingham, he was sent home.

Coretta said that although everyone was recommending that Courtney go to a nursing home, she was not going to let that happen.

"That's my heart," she said. "That's my only child."

She stopped working for a year to be by her son's side. Since then, she has relied on family support.

She also has relied on the State of Alabama Independent Living (SAIL)/Homebound program,

which provides medical supplies and 10 hours of personal attendant care each week and purchased a lift to help the young man move from his wheelchair to the bed or car.

When the family's first floor apartment was flooded and the family had to move, SAIL was there again, arranging for a wheelchair ramp to be built at the new place.

Coretta said she said she would've been at a loss without SAIL.

"I don't know what I would have done without them," she said. "They've been an answer to prayer."

"I don't know what I would have done without them. They've been an answer to prayer."



Susan Smith, SAIL nurse, speaks with Courtney and his mother at the foot of the ramp SAIL arranged to have built for Courtney

Partners in success:

- Courtney King and family
- State of Alabama Independent Living (SAIL)/Homebound

Joseph Clifton Guntersville



Joseph takes a plane ride during a break from his job at the Guntersville Airport

“It’s his dream job. He has become a lot more self-confident.”

From the beginning of his job search process, Joseph Clifton, 24, told his job coach that he would be hard to place.

“I told her I wanted to work with airplanes or for the radio station,” said Joseph, who has Shprintzen syndrome, a genetic disorder that causes a range of cognitive and physical problems.

Instead of telling Joseph that it would be an impossible task because of his disability, Latricia Mitchell, a program coordinator/employment specialist for ADRS partner North Alabama Family Services, worked to make it happen.

After he graduated

from high school with a certificate of attendance, Joseph’s family contacted Vocational Rehabilitation Service to assist him in finding a job. His rehabilitation counselor, Nadine Dunn, referred Joseph to Latricia.

When she read in the local newspaper that the Guntersville Municipal Airport was expanding, she contacted Guntersville Mayor Robert Hembree and explained Joseph’s interest in aviation and desire to work at an airport.

The mayor called Renea Bradley, personnel director for the city of Guntersville, who worked to find a job for the young man.

He joined the Guntersville Municipal Airport staff as a flight lineman in October 2009.

The mayor said he is glad Joseph is part of the airport crew.

“I knew we could use the help,” Hembree said. “It’s been a good situation for everyone.”

At the airport, Joseph greets people, cleans the planes and hangars, and assists in groundskeeping, fueling airplanes, and directing pilots flying into the airport.

Matthew Metcalfe, airport manager and Joseph’s supervisor, said he is impressed with the young man’s work ethic and his knowledge of airplanes.

One of the perks of the job is Joseph gets to meet other people who are interested in airplanes.

Kenny Cobbs, a retired colonel in the military, befriended Joseph and gives him flying lessons, as does Mark Fitzgerald, another customer at the airport.

Joseph’s family has also been very supportive. His father said he is proud of the changes he’s seen in Joseph since he joined the airport staff.

“It’s his dream job,” said John Clifton, his father. “He has become a lot more self-confident.”



Joseph chats with Mark Fitzgerald, a customer at the Guntersville Airport who gives Joseph flying lessons

Partners in Success

- Joseph Clifton and family
- Vocational Rehabilitation Service
- North Alabama Family Services
- City of Guntersville
- Guntersville Municipal Airport

Jacob feeds his canine assistance dog, Phoenix



Jacob Jeter Montgomery

In October 2000, Jacob Jeter was 17 and celebrating the completion of his ACT's with friends in Orange Beach when one of the ladies he was with dropped her volleyball in the water.

Without thinking, Jacob jumped in after it, not realizing how shallow the water was. He was rushed to the hospital with a C-5 spinal cord injury.

He spent the next six months in rehab at the Shepherd Center in Georgia. While there, he continued to take classes and graduated with his high school diploma in 2001.

Back at home in Gulf Shores, Jacob moved into his own apartment and took classes at a local community college.

The Alabama Department of Rehabilitation Services (ADRS) was there to assist. Vocational Rehabilitation Service (VRS) helped with tuition, while the State of Alabama Independent Living (SAIL)/Homebound Service

provided medical supplies and 15 hours of personal attendant care.

After living on his own for a year, Jacob transferred to Auburn Montgomery (AUM), which has a small, flat campus that is easy to navigate in a wheelchair.

During his sophomore year, Jacob decided to get a canine assistance dog to help with his daily activities.

He quickly found the dog – named “Phoenix” – didn’t simply help him open doors and turn on lights. It also helped him socially.

“After the accident, I got anxious around big groups of people,” Jacob said. “I wondered what they thought of me. The dog really breaks down social barriers.”

At AUM, VR continued to assist with tuition and books while SAIL once again provided medical supplies and attendant care. In 2007, Jacob graduated with a degree in finance with the goal of going to law school.

While in Atlanta

celebrating the end of his first semester of law school, the young man decided to visit the organization that provided his canine assistance dog.

At the time, they were looking for someone to appear in a commercial for Milk Bone, a sponsor of canine assistance dogs.

Jacob landed the role and was flown to Los Angeles to film.

“It was a blast,” said

“ADRS’ help has been absolutely critical. I wouldn’t be where I am today without them.”

Jacob, who has only seen the commercial three or four times.

He is now finishing up his last year in law school and is hoping to pass the bar after he graduates in May 2011.

He said he is grateful for all of the services he has received through ADRS.

“It has been absolutely critical,” he said. “I wouldn’t be where I am today without that help.”



Jacob’s dog, Phoenix, accompanies him as he leaves Faulkner University’s Jones School of Law, where he is a student

Partners in Success

- Jacob Jeter
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/Homebound Service
- Auburn Montgomery (AUM)
- Jones School of Law, Faulkner University

Michelle Chandler Dothan

After Michelle Chandler graduated from Wallace State Community College, she thought she was set to find work.

She had an associate's degree in four areas: office administration, accounting technology, computer application, and supervisory management. She was on the Dean's List and president of Phi Theta Kappa, an honor society for two-year colleges.

Still, when she graduated in 2007, she could not find work, though she applied for more than 50 different positions.

"I knew I was qualified," she said. "I felt like no one wanted to hire me because of my disability. I felt like I worked hard in school for nothing."

Michelle, 32, has rheumatoid arthritis, a chronic inflammation of joints, and fibromyalgia, a nerve disorder that causes chronic, widespread pain. As a child, she was diagnosed with juvenile rheumatoid arthritis and had several

surgeries, including a hip replacement, a knee replacement, and surgeries on her foot, shoulder, and shoulder blades.

Since her diagnosis, Michelle has received services from three of the four major programs of the Alabama Department of Rehabilitation Services (ADRS).

As a child, she attended the Juvenile Rheumatoid Arthritis Clinic at the Birmingham office of Children's Rehabilitation Service.

When she started college, Vocational Rehabilitation Service (VRS) assisted with tuition and fees. When Michelle was unable to find a job, VR provided counseling and guidance, resume help, and job leads.

Finally, in October 2008, Jennifer Boykins, her rehabilitation counselor in Dothan, contacted her about a federal job at Fort Rucker Army Base. She interviewed and was hired.

In her position at Fort Rucker, she serves as the publications control officer, managing forms at the base. She keeps inventory on stocked forms and emails a weekly bulletin to staff.

Michelle works well with her co-worker, James McAfee,



Michelle takes a break from her job at Fort Rucker

who is responsible for sensitive and accountable forms. He does the heavy-lifting for her, while she helps him with computer software.

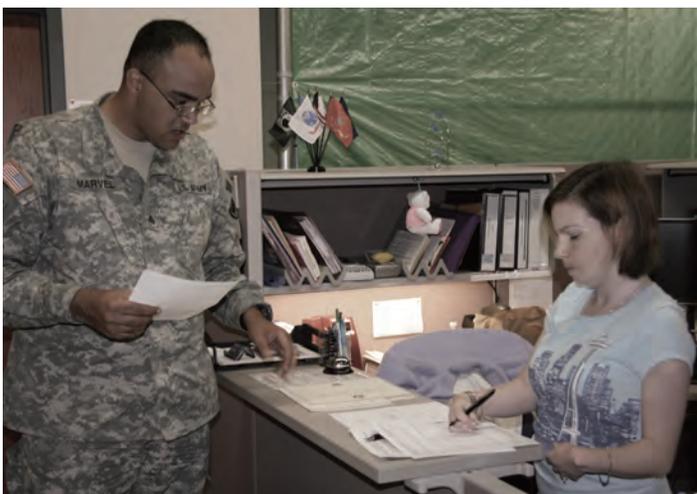
"Her computer skills are a great asset," McAfee said. "She developed her own systems. Everyday after her first year, she has run her own show."

To assist her at home, the State of Alabama Independent Living (SAIL) Service has provided medical supplies, a personal emergency response unit, and home visits. For work, SAIL provided a "reacher" and a lumbar support for her work chair.

Michelle said she likes her job and appreciates everything ADRS has done for her, especially for helping her find work.

"I feel very lucky," she said. "One of my classmates who went to school with the same degree is still looking for a job. I'm so grateful for this job and for the help I got from ADRS."

"One of my classmates ... is still looking for a job. I'm so grateful for this job and for the help I got from ADRS."



Michelle assists a soldier at Fort Rucker

Partners in Success

- Michelle Chandler
- Children's Rehabilitation Service
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/Homebound Service
- Wallace State Community College
- Fort Rucker Army Base

Terry Bailey takes a break while working at the University of North Alabama



Terry Bailey Leighton

Call the help desk at the University of North Alabama (UNA) and the friendly voice you will hear is that of Deterian “Terry” Bailey.

“He has patience when dealing with people,” Sara Huntley, his supervisor, said. “He never loses his cool. He’s a great people person.”

For the last five years, Terry has worked with computer services at UNA. He has come a long way since he was unemployed for a few years, hoping someone would give him a chance.

In 2001, he moved back to the Huntsville area from Chicago after he was paralyzed in a shooting.

After returning, he worked part-time at a Huntsville television station while earning a bachelor’s degree from the University of Alabama in Huntsville in management information systems.

Anticipating his graduation in 2002, Terry wanted to find full-time work. He went to

the One-Stop Career Center in Sheffield, where he met Wanda Manosky, who was then a rehabilitation counselor with Vocational Rehabilitation Service (VRS) and had an office at the career center.

Wanda introduced Terry to VRS and worked to find him a job. She also referred him to Dawn Huntzinger, a business relations consultant with VRS, to assist in his employment search.

When Wanda was promoted, Terry’s new counselor, Kim Barber, took on the role of assisting Terry. Kim sent him to ADRS’ Lakeshore Rehabilitation Facility, where he received adaptive driving training and hand controls for his car.

While he was still looking for work, Dawn provided opportunities for him to tutor and mentor at-risk kids.

In the meantime, Terry continued to apply for jobs.

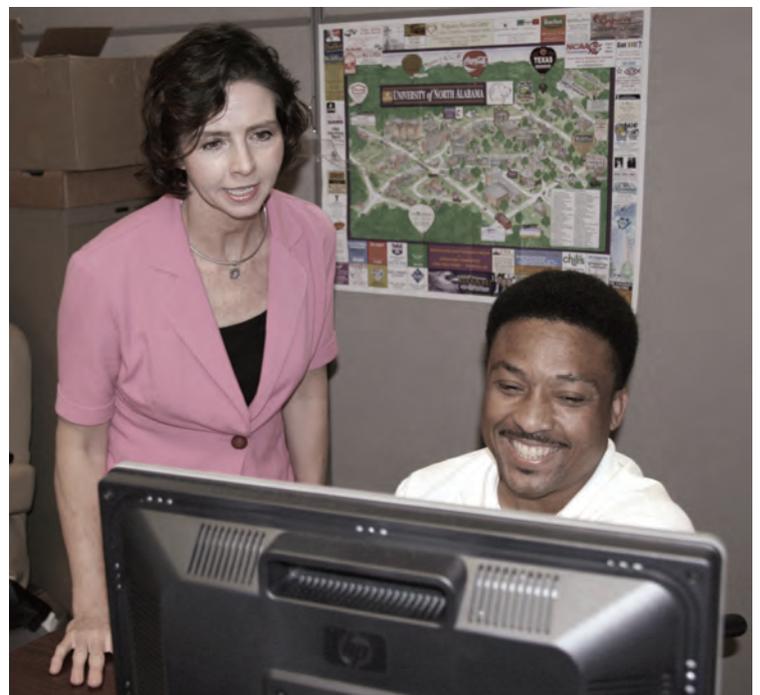
When Dawn heard about the position at UNA, he applied and landed the job.

It’s been a good fit. So good, in fact, that he said he hopes to stay at the university until he retires.

Terry said he is so grateful to VRS for helping him find a job that he refers other people to the program.

“I always make people aware that the services are out there,” Terry said. “They don’t have to sit at home. There are people willing to help people with disabilities get work.”

“I always make people aware that the services are out there. There are people willing to help people with disabilities get work.”



Dawn Huntzinger, a VR business relations consultant in Muscle Shoals, visits with Terry on the job at the UNA Help Desk

Partners in success:

- Terry Bailey
- Vocational Rehabilitation Service
- University of North Alabama

Tom Gresham Tuscaloosa

After being a “house husband” for almost 10 years, Tom Gresham said he was ready to return to the workforce.

“I was miserable,” he said. “I wanted to get back into a meaningful activity. I didn’t want to stay home.”

He had a master’s degree in rehabilitation counseling and 20 years of experience working with people with mental health and addiction problems, but with his work history gap and a bad economy, he knew it wasn’t going to be easy to find a job.

So, he contacted the Vocational Rehabilitation Service (VRS) office in Tuscaloosa.

Tom stopped working almost 10 years ago after back surgery caused him to have fibromyalgia and myofascial pain syndrome, which causes extreme or chronic pain.

Because of his medical condition, Tom, now 57, knew he would need a job with flexible hours that was not too physically demanding.

“It’s almost like a miracle. I had been looking for a long time and was very discouraged. I am very grateful.”



Tom poses for a photo in the computer lab at Easter Seals West Alabama

Deborah Williams, his rehabilitation counselor, solicited the help of the business relations consultant in the Tuscaloosa office and Easter Seals West Alabama to assist in Tom’s job search.

After reaching several dead ends, the team came up with an idea.

Easter Seals West Alabama operated a computer lab that had been built through a VRS grant. The lab’s purpose was to assist people with disabilities with getting jobs by enhancing their computer skills.

Since the computer lab had the equipment, but no instructor, Tom was approached about working in the lab.

VRS and Easter Seals collaborated to customize employment for Tom. Initially, VRS used stimulus money for a paid work experience for Tom to be an instructor in the lab for 20 hours a week. Now, Tom is self-employed and working on a contract with Easter Seals. The money generated from the classes he teaches pays his salary.

The lab offers assessments

in computer literacy and training in Microsoft Office Suite, Internet usage, and QuickBooks.

The lab is open from 8:30 a.m. to 2:30 p.m., four days a week, with classes offered in the morning and afternoon.

Tom works with consumers ranging in ability from those who have never touched a computer to some with years of information technology experience who need to brush up on their skills.

With many job announcements now posted online, the computer lab also assists consumers with job searches and learning how to apply to those online jobs.

Tom enjoys having a flexible part-time job that is not too demanding. Most importantly, perhaps, he is no longer miserable.

“It’s almost like a miracle,” Tom said. “I had been looking for a long time and was very discouraged. This just seemed to have dropped in our laps and everything just seemed to come together. I am very grateful.”



Tom works on his laptop in the computer lab

Partners in Success

- Tom Gresham
- Vocational Rehabilitation Service
- Easter Seals West Alabama

Janis Simmons speaks to her sister using a Deafblind communicator purchased for her by ADRS



Janis Simmons Mobile

For Janis Simmons, being deaf was not a big deal. The 59-year-old woman had been using American Sign Language (ASL) since early childhood, when an illness caused her to lose her hearing. She attended the Alabama School for the Deaf in Talladega and was immersed in the deaf community.

The problems came two years ago when her eyesight, which was never good, deteriorated enough that she was almost totally blind.

At the time, Janis was retired after working at the Mobile Association for the Blind for 38 years. She was living on her own and enjoying her favorite hobby, shopping.

When she lost her vision, Janis lost her way to communicate, could not live on her own, and was no longer able to get around.

“It was very hard to get used to,” she said through an interpreter.

She moved in with her sister, who also lives in Mobile. Her goal was to eventually be able to live independently again in her own home.

Partners in Success

- Janis Simmons
- OASIS (Older Alabamians System of Information and Services)
- Alabama Institute of Deaf and Blind (AIDB) Regional Center, Mobile

To assist her, Janis was referred to OASIS, ADRS’ program for Alabamians 55 and older who are blind or visually impaired, where she met Linda Fugate, a certified vision rehabilitation therapist.

Linda partnered with Debi Robbins, an interpreter with the Alabama Institute of Deaf and Blind (AIDB) Regional Center in Mobile, to help Janis become more independent.

To communicate, Debi taught Janis tactile signing, a technique for signing into a person’s hand.

OASIS also purchased Janis a Deafblind Communicator, a device that helps her to communicate face-to-face with anyone, whether it is a waiter, cashier, friends, or family members. One part of the device allows a person to send text messages to the person who is deaf/blind. The other part of the device allows the person to read and respond to the text in Braille.

For more than a year, Linda met with Janis weekly to teach her how to read Braille and conduct activities of daily living.

Also, Debi had to assist Janis in learning English, a language that is distinct from ASL.

“Working with Janis was one of the most challenging things I have ever done, but also one of the most rewarding,” Debi said.

Janis has since become an expert in reading Braille. She also has worked with Caitlin Simpson, her orientation and mobility specialist, to learn how to use a cane and attended a weeklong Orientation and Mobility Workshop at the AIDB Regional Center.

Although Janis is not out on her own yet, she is much closer to it.

“At the initial interview with me, she was depressed and scared,” Linda said. “Now

she has completed her Braille course, is reading beautifully, learned independent living, and is looking forward to moving back to her own home.”

“At the initial interview with me, she was depressed and scared. Now she ... is looking forward to moving back to her own home.”



Janis uses tactile signing to talk with her interpreter, Debi Robbins from AIDB

Alabama's Early Intervention System



Serving Children
from Birth to 3



Assuring lifetime success for children with disabilities or developmental delays

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

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

Early Intervention is also a good investment. In fact, 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

Studies show that every dollar invested in early intervention saves \$7 in future costs.

help with development.

Comprised of some 50 community service providers, 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 do not have disabilities.

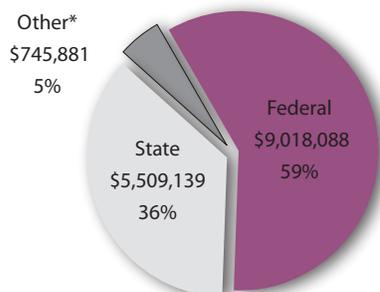
To be eligible for Early Intervention services, a child must be younger than 3 years old and exhibit a 25 percent or greater delay in one or more of the five developmental areas (cognitive, physical, adaptive, social/emotional, communication) or have a diagnosed condition that has a high probability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

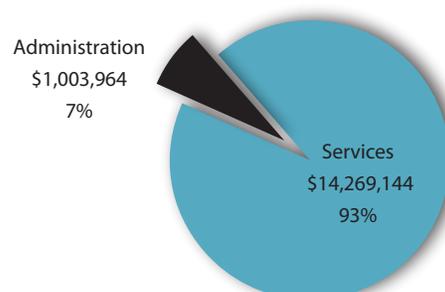
EARLY INTERVENTION BY THE NUMBERS

More than \$15 million in services to infants, toddlers, and families

Source of Revenue



Use of Revenue



* Medicaid reimbursements

Alabama's Early Intervention System

2010 Program Highlights

EI and services

- Provided services and support to 6,112 infants, 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. Programs continue a high level of compliance.
- Increased participation in the Early Intervention Medicaid Option. Thirty-eight 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 delays while state and federal dollars decrease.

EI and accountability

- Continued to maintain high family satisfaction ratings in feedback gathered during the EI monitoring process. Families continue to 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."
- Continues to be nationally ranked in the highest category of "Meets Requirements of the Individuals with Disabilities Act" as determined by the U.S. Department of Education Office of Special Education Programs based on compliance with federal regulations.

EI and education

- Continued collaboration with the State Department of Education on initiatives to ensure smooth transitions for children moving from EI to preschool. Management teams met to develop and improve the

exchange of data between systems and implement effective strategies to improve transition practices for babies and their families.

EI and collaboration

- Collaborated with the Alabama Institute for Deaf and Blind, the Alabama Department of Mental Health, Children's Rehabilitation Service, local providers and families in the development of a comprehensive required training – "A Vital Message for Families." The training focused on the importance of training, equipping and supporting parents in being the first and best teachers for their child so that when they transition from Early Intervention, they will be able to continue to help their children develop and learn.

• Continued work with the Autism Interagency Coordinating Council in the development of service systems for young children with autism.

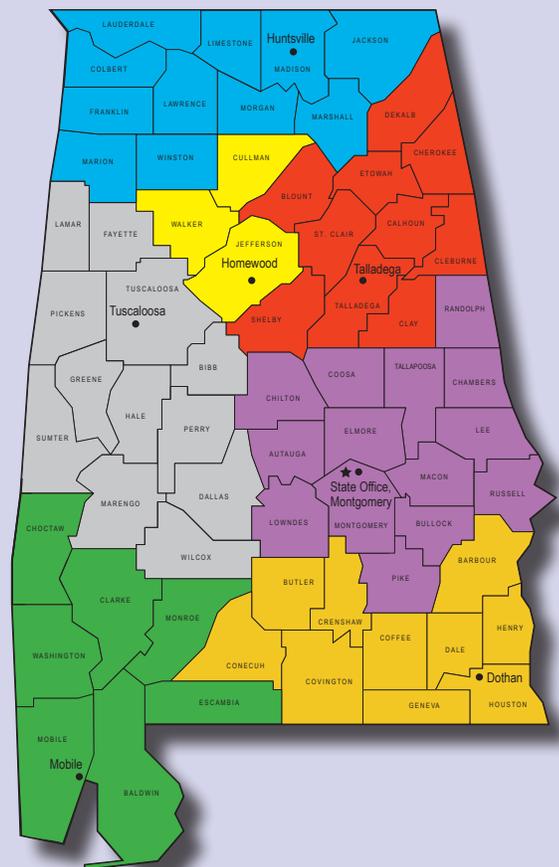
- Collaborated with United Cerebral Palsy, the State Department of Education, Children's Health Systems, Head Start and other public and private stakeholders for the 24th Annual Alabama Early Intervention and Preschool Conference for more than 600 family and professional partners statewide.

EI and stimulus funds

- EI received \$6,739,356 through the American Recovery and Reinvestment Act. After stakeholder input from providers and the Governor's Interagency Coordinating Council, the decision was made to use the additional funds for direct services for infants and toddlers with disabilities and their families.



Early Intervention Office Locations



Children's Rehabilitation Service



Serving Children
from Birth to 21



Helping children with disabilities succeed at home, school, and in the community

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

Caring doctors, nurses, therapists, and other specialists serve as an extended family, providing the support, information and disability expertise that each child needs to succeed at home, in the classroom, and in the community.

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

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

Services include:

Fifteen community-based offices provide a team approach to provide services tailored to each family.

- 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.

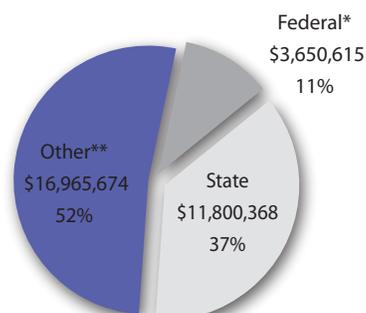
Financial participation is on a sliding scale, based on each family's needs and resources.

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.

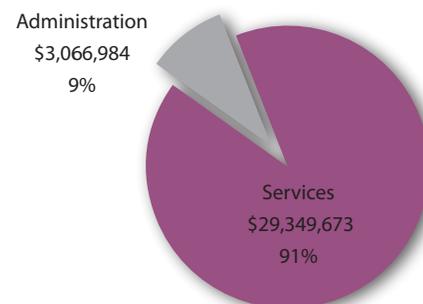
CHILDREN'S REHABILITATION BY THE NUMBERS

More than \$32 million in services for Alabama's children and youth

Source of Revenue



Use of Revenue



*Federal grants ** Medicaid, insurance reimbursements

Children's Rehabilitation Service

2010 Program Highlights

CRS and services

- Served 12,148 children and youth with special health care needs, including 1,408 children with no insurance, through the CRS clinical programs.
- Collaborated with ADPH to update audiological equipment statewide for second tier screening and referral of infants through Alabama's Universal Newborn Hearing Screening Program. Served school-age children in local school systems by providing hearing screening, ongoing monitoring, and referral for intervention.
- Expanded offering non-sedated auditory brainstem response (ABR) hearing assessments in Dothan and Homewood office through Bluetooth technology and software.
- 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 1,676 visits by nurses, social workers, audiologists, nutritionists, occupational therapists and physical therapists to local schools.
- Provided disability expertise to teachers, career tech and vocational/tech school professionals, school nurses, and other school staff statewide regarding children with special health care needs.
- Provided 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 hemophilia
- Served 328 people, including 31 uninsured participants.
 - Provided 30 multidisciplinary clinics: 24 in Birmingham and 6 in Mobile, serving patients throughout the state.
 - Provided approximately 2 million units of clotting factor for treatment, at a cost of more than \$1.5 million.

CRS and transition

- 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.
- Added more social workers to the network of local care coordinators with specialized training in assisting youth (ages 14 to 21 years) with special health care needs in transitioning to all aspects of adult life.

CRS and collaboration

- Conducted the needs assessment for Alabama's Children and Youth with Special Health Care Needs (CYSHCN), convening a Needs Assessment Advisory Committee of key stakeholders, including youth with special health care needs and families of CYSHCN, .
- Participated in Medicaid's Oral Health Coalition to improve access and reimbursements for children's dental needs.



Children's Rehabilitation Office Locations



Vocational Rehabilitation Service



Serving Teenagers
and Adults



Through its individually tailored services, VRS matches people to jobs

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 20 offices statewide, VRS matches people to jobs. In fiscal year 2010, VRS provided services to 45,918 Alabamians and assisted 5,067 people with disabilities in achieving their dream of employment.

Partnerships are the key to VRS' success and the successes of those it serves. To assure consumers achieve in the classroom, VRS collaborates with high schools, vocational schools, junior colleges and universities statewide to assist

To assure consumers achieve in the classroom, VRS collaborates with high schools, vocational schools, junior colleges and universities statewide.

students with disabilities in receiving appropriate educational opportunities. VRS also works closely with Alabama employers, marketing its trained, job-ready clients and a wide range of consultant services to Alabama's business community.

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.

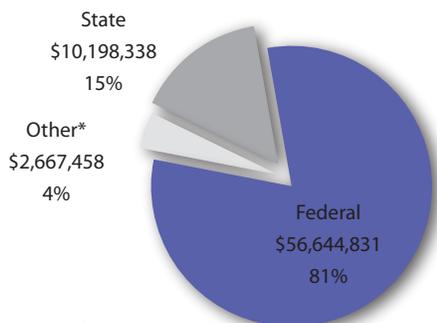
To be eligible for VRS services, individuals must have a physical or mental impairment that is a substantial impediment to employment and must be able to benefit from services in terms of going to work.

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

VOCATIONAL REHABILITATION BY THE NUMBERS

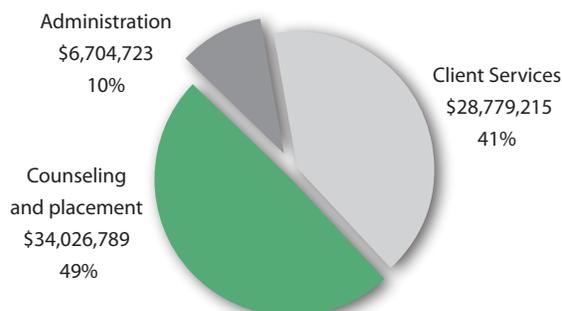
More than \$69 million to provide direct services to teens and adults

Source of Revenue



*Social Security reimbursements

Use of Revenue



2010 Program Highlights

VRS and services

- Provided services to 45,918 Alabamians, including rehabilitation, education- and employment-related services.
- Assisted 5,067 Alabamians with disabilities in becoming successfully employed at an average wage of \$9.71 an hour.
- Successfully rehabilitated into employment 296 people on SSI (Supplemental Security Income) and SSDI (Social Security Disability Insurance).
- Continued the Welfare-to-Work grant, which helps welfare recipients with disabilities enter the world of competitive employment.

VRS and education

- Served 17,051 Alabama students with disabilities who were transitioning from school to work and placed 1,709 into employment.
- Continued to serve 67 school systems through joint funding of 68 full-time job coaches.
- Educated teachers, career technology and vocational/technology school staff on means and methods of helping students with disabilities prepare for the labor market.
- Provided rehabilitation technology assistance to VRS consumers, educational personnel, and employers in order to place VRS consumers into competitive

employment.

VRS and collaboration

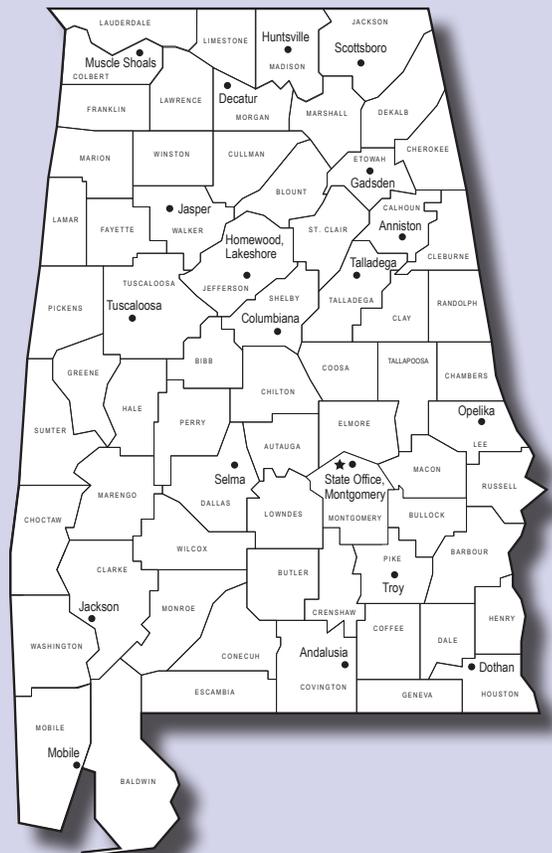
- Continued the Alabama Head and Spinal Cord Injury Registry for Survivors of Spinal Cord and Traumatic Brain Injury in Alabama in conjunction with the Alabama Department of Public Health, the Head Injury Foundation, and the UAB Center for Injury Sciences.
- Continued involvement in Alabama's Career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

VR Business Relations Program

- Provided 5,361 services to 2,622 Alabama businesses at no cost to the business. Topping the list were recruitment assistance, disability management, training, and employee retention services.
- Worked with 1,650 VR consumers seeking employment, delivering 9,457 services such as job search assistance, referral to employers, job development, career counseling and guidance, and job readiness classes
- Total number of consumers employed or retained as a result of these services: 632
- Total number of business relations consultants who provided these services: 13



Vocational Rehabilitation Office Locations



5,067
number of teens and adults
receiving VR services

2010 Program Highlights



The VRS Blind and 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

- Served more than 5,169 individuals with significant vision or hearing disabilities through individual employment programs, assisting 783 individuals with significant visual and hearing impairments in entering the workplace.
- Provided services to 1,524 individuals to allow them to function independently.
- Trained 447 blind adults on traveling independently using a white cane.
- Provided instruction and services to 1,179 senior citizens who have age-related blindness to assist them in maintaining or gaining independent living skills.
- Provided approximately 9,814 hours of interpreter services (not including hours of interpreter services provided by vendor interpreters).
- Received a Public Health Grant for \$100,000 to fund equipment to make Emergency Centers, other shelters, and public information accessible for the deaf and hard-of-hearing consumers.

VRS-Blind/Deaf and Quality Assurance

- Conducted a consumer satisfaction survey of individuals whose cases were closed successfully in deaf and hard-of-hearing caseloads.
- Held stakeholder meetings statewide to develop new three-year Strategic Plan for the Deaf and Hard

of Hearing.

- Conducted a consumer satisfaction survey of 100 percent of individuals whose cases were closed successfully in blind and low-vision caseloads.
- Provided funding for staff to attend the Louisiana Center for the Blind to learn more about the structured discovery methodology of instruction to provide consumers with another choice for acquiring independent living skills and job placement.
- Successfully reduced individual counselor caseload size.

VRS-Blind/Deaf and Collaboration

- Launched an interagency initiative that includes the Department of Mental Health, the Alabama Institute for Deaf and Blind (AIDB), the Alabama Association for the Deaf (AAD), the Alabama Emergency Management Agency, the Department of Human Resources, Red Cross, and other entities to establish cooperative efforts related to emergency preparedness for deaf and hard-of-hearing individuals in Alabama.
- Collaborated with 11 Career Centers to provide remote video interpreting for consumers seeking center services.
- Served in an advisory capacity in the development of the Troy University Interpreter Training Program.
- Funded three projects with stimulus dollars to partner agencies:

AIDB; the Janice Capilouto Center for the Deaf, a division of Easter Seals Central Alabama; and the Mobile Association for the Blind.

- Participated in the Exciting Business Grant awarded to AIDB to assist our consumers with individualized short-term work experiences and paid on-the-job training, which will lead to permanent employment.
- Partnered with the Alabama Department of Senior Services and other community partners to provide more than 4,513 outreach contacts to rural counties regarding services to senior citizens with visual impairments.

VRS-Blind/Deaf and Education

- Supported leadership development activities for blind and deaf high school and college students, including college prep programs, leadership training, participation in mentoring activities, and sponsorship of students to attend state conferences of deaf and blind consumer organizations.
- 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.
- Provided training on technology for deaf and blind at Disability Awareness Day in conjunction with Auburn University Montgomery.

2010 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 2010, the AGCEPD focused on two major initiatives:

Annual Youth Leadership Forum (YLF)

ADRS, the AGCEPD, and Troy University co-sponsored the 12th annual YLF on the campus of Troy University. Thirty-one

students participated in the five-day event designed to provide high school 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. Graduates of the program often return as mentors for future YLF forums.

National Disability Employment Awareness Month

To commemorate



National Disability Employment Awareness Month, the AGCEPD chapters throughout the state conducted 17 local ceremonies. More than 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.

Business Enterprise Program (BEP)

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

BEP, which boasts the second-highest number of blind vendors per capita of any state, provides employment for some 111 blind

vendors and licensees in snack bars, cafeterias, vending machine facilities, vending routes, a gift shop and six federal dining hall operations. Alabama's BEP operates approximately 72 vending machine route facilities, more than any program in the U.S. Alabama's blind vendors also employ 562 other Alabamians, as drivers and helpers to

assist with their business operations. This workforce also includes persons with disabilities including other visually impaired individuals. In FY 2009, the program achieved \$30,924,209 in gross sales while maintaining an average income of \$41,509 per vendor.

\$41,509
average income
of Alabama's BEP vendor

2010 Program Highlights



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 significant disabilities in achieving their dreams – whether they lead to vocational training, college, or directly to employment. Programs are based on the consumer’s needs, are individualized and may include vocational assessment to identify skills, abilities, and career goals. Lakeshore’s College Preparation program and Adaptive Driving Services and its services for individuals with specific

learning disabilities are nationally recognized.

In FY 2010, ADRS-Lakeshore:

- Served a record number of consumers in vocational evaluation despite experiencing a significant staff shortage during this fiscal year.
- Conducted five College Preparation Programs the summer of 2010 on the campuses of Samford University and Jacksonville State University serving over 150 youth with disabilities.
- Held Career Preparation Training programs in Jefferson and Shelby County with more than 75 youth with disabilities participating.

Also in FY 2010, the Alabama Association of Rehabilitation Facilities (AARF) honored the Wiregrass Rehabilitation Center (WRC) as its Organization of the Year. WRC offers a wide variety of programs and job

opportunities for ADRS consumers and provides a large network of employer contacts throughout the southeastern part of the state.

In addition to the Wiregrass Rehabilitation Center, there are many other community rehabilitation programs that collaborate with ADRS to form a statewide network. In FY 2010, our network of CRP’s served a total of 4,869 consumers statewide. Of this

group, 1,102 individuals reached an employment outcome and were successfully placed into jobs. Consumers who reached their employment goal earned an average wage of \$8.56 per hour.

For a complete list of our community rehabilitation program partners, go to Page 46.

4,869 number of consumers served through CRP network

2010 Program Highlights

Assistive Technology Services

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

Throughout the state, thousands of Alabamians with disabilities are able to become more independent every year through Assistive Technology Services. Rehabilitation technology specialists (RTS's) systematically apply engineering methodology and scientific principles to evaluate and provide

technological solutions to children and adults in areas such as mobility, communications, vision, hearing, and cognition in activities associated with employment, education, independent living, and community integration.

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

In FY 2010, this program:

- Provided 309 assistive device services to ADRS consumers.
- Provided 55



engineering design services.

- Provided AT training or demonstrations to 17 individuals.
- Provided follow-up or coordination of services to 246 consumers.
- Provided one or more services to 255

VRS consumers, 65 CRS consumers, and 18 consumers of other ADRS programs.

- Provided services to 201 CRS consumers through Augmentative Communication Technology (ACT) Clinics.

STAR: Alabama's Assistive Technology Resource

Funded by the Rehabilitation Service 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 Programs

For FY 2010, in partnership with the five reutilization programs (3-R Project in Anniston, Enabling Resources in Mobile, Waste Not Program in Huntsville, the CARE Project in Montgomery and the ReMEDy Project in Birmingham), STAR:

- Saved Alabamians with disabilities \$1,405,283.
- Received a total of 2,796 requests for assistive technology items.
- Received 1,680 donated items.
- Reused 1,828 items.
- Responded to 224 ADRS

consumer requests.

- Saved ADRS \$160,295.00 through the provision of services to consumers.
- Reused items with an estimated new value of \$1,405,283.00.

Training Activities

STAR, through its partnership with T.A.S.C. (Technology Assistance for Special Consumers) of UCP Huntsville, offers assistive technology training modules for Alabamians with disabilities, family members, caregivers, schools, support groups, businesses, and other organizations providing services to people with disabilities. For FY 2010, 133 trainings directly impacted 1,137 individuals and indirectly impacted 34,054 people.

Through a collaborative two-year grant that was sponsored by the Alabama Council for Developmental Disabilities (ACDD) to provide basic computer training to consumers with

developmental disabilities, STAR has committed to providing a total of 100 computers (50 per year) to consumers upon the completion of the basic computer training. STAR has identified several resources to donate computers including various state agencies and private individuals.

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 affordable low-interest/extended-term loans to purchase assistive technology equipment and/or other related services.

For FY 2010, the program provided 26 loans with a dollar value of \$463,050. The top three requested items were adaptive vehicles, mobility equipment and vehicle modifications.

2010 Program Highlights

Business Relations Program



Providing no-cost recruitment and disability-related services to Alabama businesses.

The ADRS Business Relations Program: 'Business is our business'

The ADRS business relations program, READI-Net (Resources for Employment And Disability Information Network), provides no-cost recruitment and disability-related services to Alabama's businesses while also providing customized links to employment for Vocational Rehabilitation consumers.

READI-Net services to business include:

- Recruitment and on-line access to job candidates, including affirmative action outreach
- Financial incentives to businesses that hire or "try-out" candidates with disabilities
- Disability management services to retain valued workers affected by illness, injury or disability
- Staff training on accommodations, disability etiquette, emergency preparedness, etc.
- Technical assistance for workplace modification and accessibility
- Americans with Disabilities Act consultations or training

5,361
Total services provided to business partners

In fiscal year 2010, significant opportunities arose to partner with Alabama's federal contractors under affirmative action mandates regarding outreach, recruitment and hiring of candidates with disabilities. This was mirrored in the public sector with federal agencies, primarily driven by President Obama's Executive Order 13548, which set numeric goals and timelines for federal agencies to increase the employment and retention of workers with disabilities.

9,457
Services provided to VRS consumers

READI-Net anticipated this opportunity and accomplished the following goals to increase assistance to federal agency and contractor recruiters and to ensure that greater numbers of persons with disabilities entered this targeted workforce:

- Sponsored a recruiting and hiring conference with American Recovery and Reinvestment Act (ARRA) dollars, reaching some 250 contractors and federal agencies
- Developed or expanded partnerships with the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, the Department of Veterans Affairs Vocational Rehabilitation and Employment program, the Department of Labor's Veterans Employment and Training Service, and the Society for Human Resource Management
- Provided on-the-job training/wage reimbursements to private and public sector employers that hired persons with disabilities
- Created on-site, no cost "try-outs" for businesses to sample the talents of potential hires through pre-hire work experiences (PWE's)
- Expanded ADRS staff expertise on Schedule A and affirmative action planning

1,411
Number of business partners

1,650
VRS consumers assisted

2010 Program Highlights

Supported Employment Services

Supported Employment assists ADRS consumers with the most-significant disabilities and the need for long-term supports in obtaining and maintaining employment.

Some 30 providers statewide provide community-based situational assessments, jobsite development, jobsite training, job coaching, and necessary support services to ensure job stability. Long-term supports are provided during the duration of the job to ensure job stability and maintain a continued positive relationship with the employer.

Supported Employment services are reimbursed on an outcome-based milestone payment system. Customized employment was piloted with four SE providers during FY 2010 and this approach will be more fully implemented for FY 2011. This program models person-centered planning and job carving to produce better outcomes for those who have not been successful in the past, or who need more “upfront” services to be successful.

ADRS counselors statewide identified and referred 540 persons for supported



employment services. Of this number, 234 were closed as employed. Those individuals achieving employment averaged more than 23 hours of work per week and earned an average wage of \$7.70. More than 800 individuals continue to receive long-term followup services.

Also in 2010, the department has initiated new collaborative efforts with

several partners, including the Department of Mental Health, the Developmental Disabilities Council, the Alabama Association for Persons in Supported Employment, local school systems, and Auburn University to address the current and future service delivery needs of those identified as eligible for Supported Employment.

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

2,500
number of individuals
with TBI assisted in 2010

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 2010 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.

2010 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.

As in past years, transition students comprised more than one-third of all individuals served and placed into employment by ADRS counselors, with 17,051 transition students receiving services and 1,709 successfully employed.

The transition program also continued to strengthen the jointly funded job coach program with more than 67 local school systems across the state. 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 2010, 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 2010 include:

- Continued College Prep Program services offered at five sites around the state, with more than 200 students participating.
- 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 in Homewood, Mobile, Huntsville and Montgomery.

- 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.

- Increased collaboration in the State Interagency Transition Team to encourage local areas to establish local Community Transition Teams to address transition issues for youth with disabilities.

17,051
number of transition students
receiving services in FY 2010

Independent Living / Homebound



Serving Individuals
with Significant Disabilities

SAIL's team provides consumers and their families with individualized services and training about the unique problems and needs presented by their disability.



Assisting people with severe disabilities in remaining in their homes

Independence. Self-sufficiency.

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

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

SAIL's team of registered nurses, rehabilitation counselors and independent living specialists provides consumers and their families

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

SAIL is comprised of three specialized programs: **Homebound Services** provides a wide range of education and home-based services to assist people with severe disabilities in leading more independent lives.

To be eligible for this program, a person must:

- be an Alabama resident;

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

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

To be eligible, a person must:

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

achieve independence will improve.

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

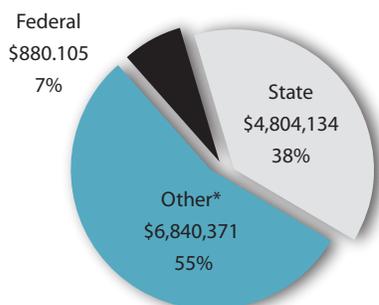
To be eligible for services through the waiver, a person must:

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

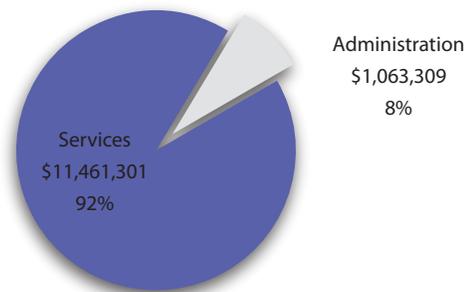
SAIL/HOMEBOUND BY THE NUMBERS

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

Source of Revenue



Use of Revenue



* Medicaid reimbursements

2010 Program Highlights

SAIL and services

- Assisted 1,904 Alabamians with the most-significant disabilities in remaining in their homes and communities rather than in nursing homes or other institutions, including 525 in the Homebound Program, 535 in the Independent Living Service, and 521 in the Medicaid Waiver Program, and five in the Technology Assisted Waiver. An additional 318 were served through the independent living specialists by receiving information and referral services.
- 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, with independent living specialists securing donations of \$353,879.

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.

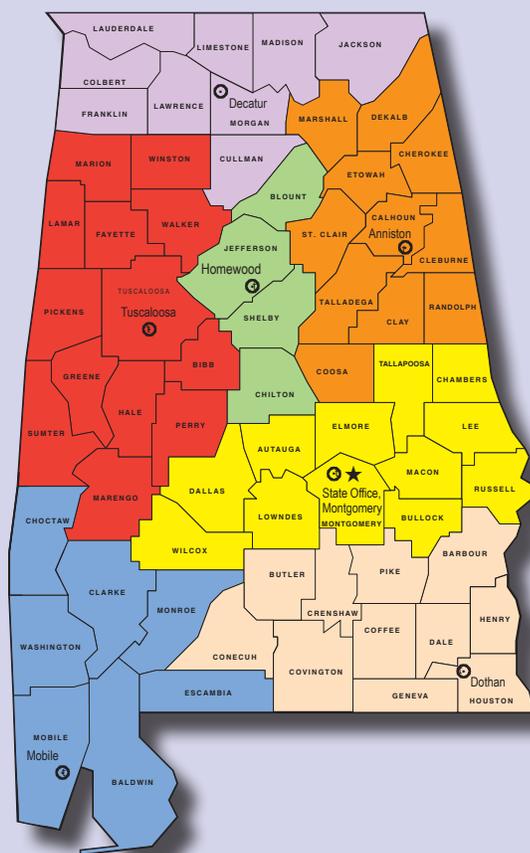
- Continued collaboration with the Department of Senior Services for the Cash and Counseling demonstration project in a pilot area in west Alabama that will involve seven counties and will allow SAIL Waiver consumers more freedom and flexibility over personal care services received in the home.

- 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 person with disabilities. SAIL is collaborating with the Alabama Medicaid Agency, Independent Living Centers, the Department of Public Health, Senior Services, and Mental Health, ARC, and other entities to develop the training.

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



Independent Living/Homebound Office Locations



Alabama Department of Rehabilitation Services

ALABAMA DEPARTMENT OF REHABILITATION SERVICES
STEVE SHIVERS COMPLEX

Serving Alabamians
in all 67 counties

Alabama's Early Intervention System programs



In FY2010, these Early Intervention programs provided supports and services to eligible families in the counties surrounding the city listed.

ANNISTON

- 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

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

FLORENCE

- Alabama Institute for Deaf and Blind, Region I

GADSDEN

- UCP of Greater Birmingham (Hand in Hand)

GUNTERSVILLE

- Marshall/Jackson Mental Retardation Authority

HUNTSVILLE

- Alabama Institute for Deaf and Blind, Region II

- ARC of Madison County
- Madison County Mental Retardation Board
- UCP of Huntsville and Tennessee Valley

JASPER

- ARC of Walker County

LOXLEY

- UCP of Mobile (Sunrise Program)

McINTOSH

- UCP of Mobile (New Journey)

MOBILE

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

MONROEVILLE

- Southwest Alabama Mental Health/Mental Retardation Board Inc.

MONTGOMERY

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

MUSCLE SHOALS

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

ONEONTA

- UCP of Greater Birmingham (Blount County)

OSZARK

- 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

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
- UCP of Northwest Alabama

VALLEY

- Valley Haven School

WYNFIELD

- Tri-County MRDD

Community rehabilitation programs

ANNISTON

- Opportunity Center-Easter Seals

BIRMINGHAM

- ADRS-Lakeshore Rehabilitation Facility
- 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
- Mobile Association for the Blind
- United Cerebral Palsy

MONTGOMERY

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

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

VRS awards \$2 million in stimulus funds to CRPs

In Fiscal Year 2010, Vocational Rehabilitation Service (VRS) chose 12 projects to fund with \$2 million in stimulus money set aside for partner organizations.

In awarding the funding, VRS looked for projects that offered employment opportunities for difficult-to-serve populations, including people with the most-significant disabilities and people with disabilities living in rural areas of the state. Here are the projects that were funded:

Project name: Achievement Center – Easter Seals, Opelika
Amount: \$164,031

Project name: Alabama Department of Mental Health, Montgomery
Amount: \$200,000

Project name: Alabama Institute for Deaf and Blind, Talladega
Amount: \$200,000

Project name: Arc of Madison County Inc., Huntsville
Amount: \$200,000

Project name: Easter Seals Central Alabama, Montgomery
Amount: \$200,000

Project name: Goodwill Easter Seals of the Gulf Coast, Mobile
Amount: \$141,500

Project name: Mobile Association for the Blind, Mobile
Amount: \$200,000

Project name: Opportunity Center – Easter Seals, Anniston
Amount: \$176,179

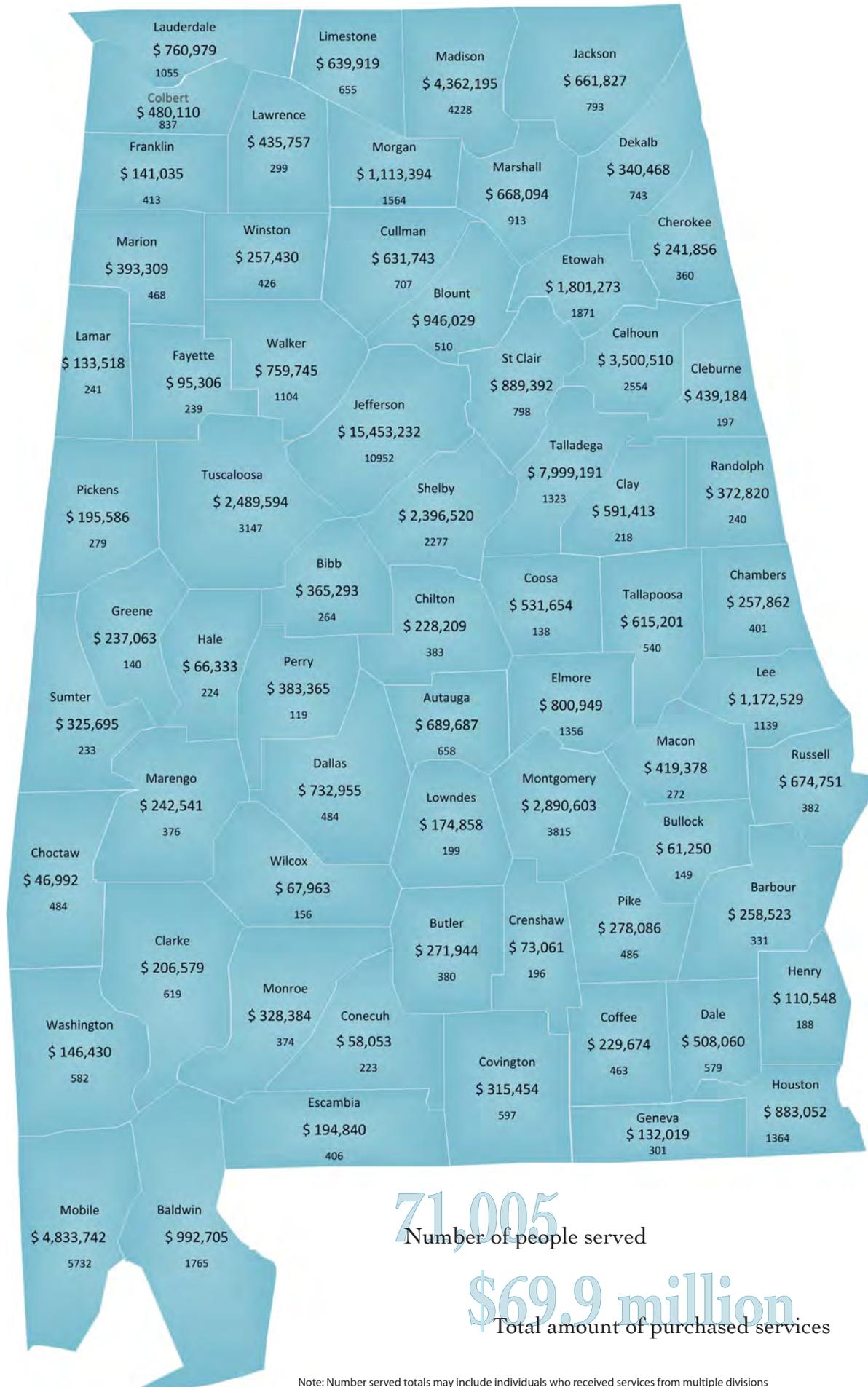
Project name: Push Product Design, LLC, Birmingham
Amount: \$115,000

Project name: Triumph Services Inc., Birmingham
Amount: \$58,225

Project name: West Central Easter Seals, Selma
Amount: \$166,582

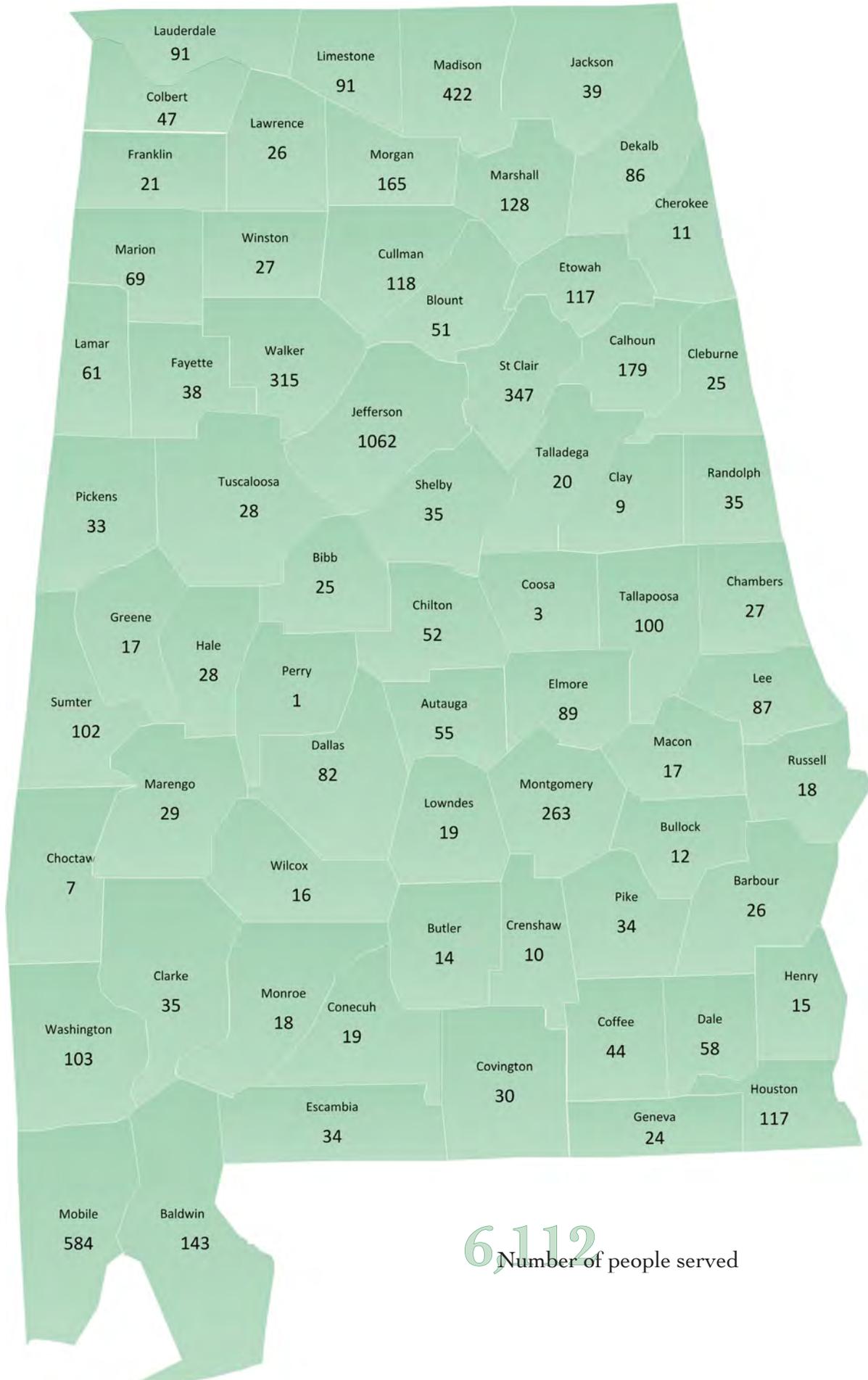
Project name: Wiregrass Rehabilitation Center, Dothan
Amount: \$200,000

ADRS - People Served, Purchased Services



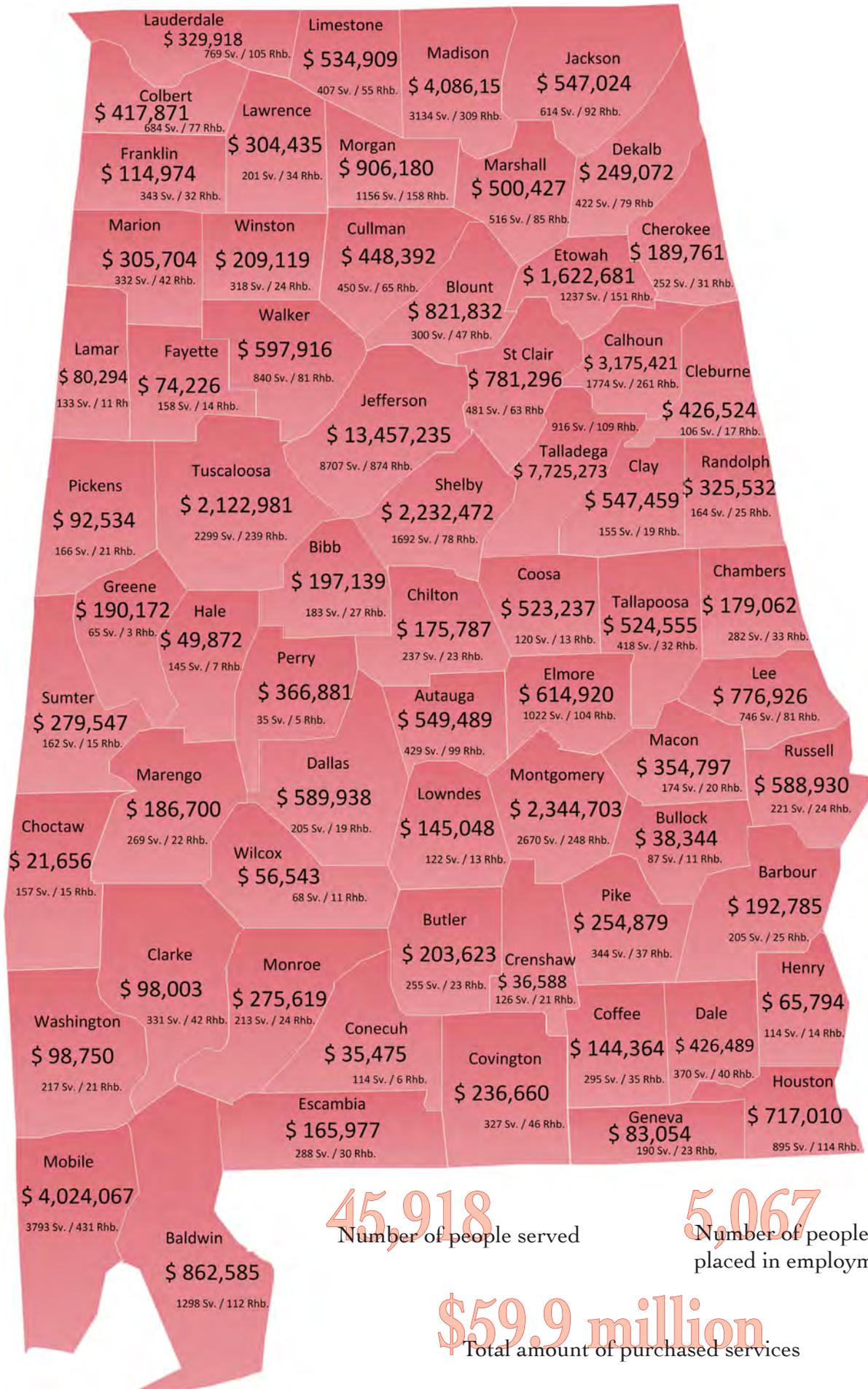
Note: Number served totals may include individuals who received services from multiple divisions

El - People Served



6,112
Number of people served

VRS - People Served, Purchased Services, Rehabilitations

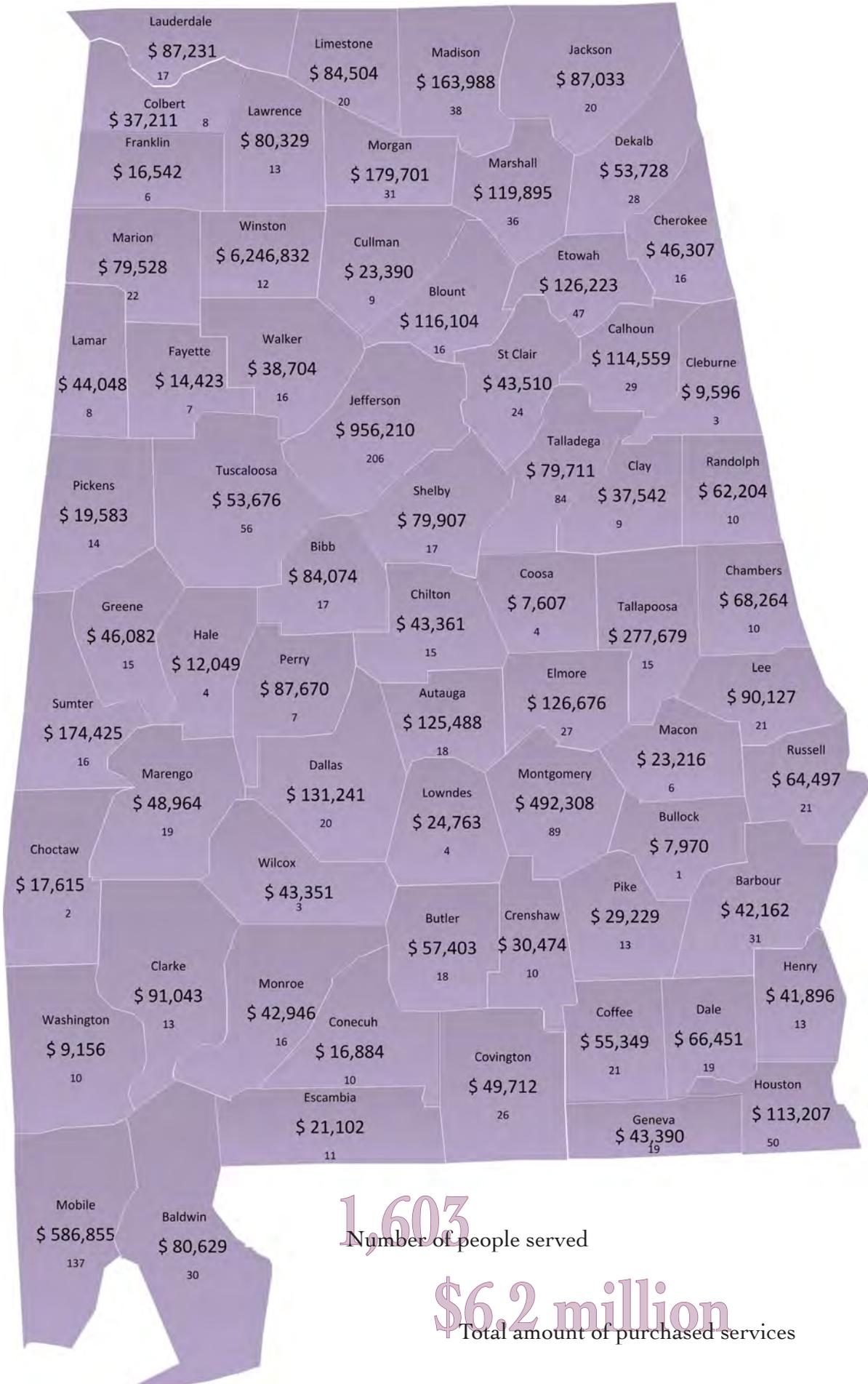


45,918
Number of people served

5,067
Number of people placed in employment

\$59.9 million
Total amount of purchased services

SAIL/Homebound - People Served, Purchased Services



Fiscal Year 2010 Grants

Because we value maximum acquisition and efficient and effective management of resources, the Alabama Department of Rehabilitation Services continues to seek funding from state and federal sources to enable Alabama's children and adults with disabilities to achieve their maximum potential. The following are grant highlights from fiscal year 2010:

Hemophilia Program - \$25,953

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

Purpose of grant: to provide access to comprehensive, culturally sensitive family-centered bleeding disorder treatment and services in Alabama, facilitating consumer involvement and providing access to clotting factor products as appropriate. (Grant makes Hemophilia Program eligible for 25 to 30 percent discount on factor, saving funding dollars.)

FY 2010 accomplishments:

- Served 328 people with bleeding disorders
- Served 31 uninsured participants
- Conducted outreach programs educating 166 people
- Provided 12 pediatric Hemophilia Treatment Clinics in Birmingham
- Provided 12 adult Hemophilia Treatment Clinics in Birmingham
- Provided six Hemophilia Treatment Clinics in Mobile
- Provided two satellite pediatric clinics in Montgomery
- Provided approximately 2 million units of clotting factor for treatment at a cost of more than \$1.5 million

Traumatic Brain Injury (TBI) State Implementation Partnership - \$250,000

(Second year of four-year cycle)

Awarded to ADRS by Health Resources Services Administration

Purpose of grant: To expand the Statewide System of Care for Children and Youth with TBI who are unidentified and unserved/underserved, with a focus on those in rural communities; and increase access to Neurobehavioral Health Services for Children, Youth and Adults with TBI.

FY 2010 accomplishments:

- Created a virtual Targeted Outreach and Education Guide for TBI to provide partners with information about TBI.
- Provided training to community agencies, organizations and partners to provide methods for assisting them in modifying their services to insure they are accessible and appropriate for people with TBI. Training activities were tailored to meet the specific needs of agencies and organizations, with special attention to those in rural communities.
- Developed Advocacy Institutes modeled on Partners in

Policymaking of Alabama (PIPA) to train and empower consumers and families to advocate for programs/services

- Hired a consumer advocate to represent the needs of people with TBI.
- Through the Sports Concussion Committee, took the lead on sports concussion initiatives.
- Provided core competencies training to the Core TBI System Service staff to improve effectiveness in providing community-based services.



In-Service Training Grant - \$118,400

(Fifth year of the five-year cycle)

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

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

FY 2010 Accomplishments:

- Continued to offer training and continuing education in areas such as supported employment, transition services, workforce development, assistive technology and specific disabilities.
- Completed a statewide effort to increase staff knowledge of serving consumers from a multicultural perspective.
- Provided statewide training on the Americans with Disabilities Act and its amendments to staff.
- Increased the number of direct service VRS staff who meet state and federal criteria of the CSPD through

Fiscal Year 2010 Grants

recruitment, education, and training in partnership with in-state university programs.

- Began a statewide effort to increase knowledge in serving consumers from multicultural backgrounds.



Medicaid Infrastructure Grant - \$500,000

(Since 2004, ADRS has been the grantee and has made application for the final year of funding beginning in January 2011)

Awarded by Centers for Medicare & Medicaid Services (CMS)

Purpose of grant: To support people with disabilities in securing and sustaining competitive employment in integrated settings.

FY 2010 accomplishments:

- Implementation of Policy Consortium, at local levels, as a vehicle for coordinating employment-related incentives and supports
- Design and implementation of collaborative outreach and trainings with partnering disability service organizations
- Development of training and social marketing initiatives to promote awareness and collaboration, including, "Fulfilling Dreams" Cross Training for community work incentives coordinators and waiver case managers
- Development of an on-line supported employment training module to train service coordinators in the potential uses for workplace personal assistance services.
- Submission of Medicaid Buy-In Concept Paper to Alabama Medicaid Agency presenting overview of the implementation of a budget-neutral Medicaid Buy In for Alabama that will allow people to go to work and still maintain access to adequate and needed specialized health care

Independence Through Employment Grant - \$1.6 million

(Fifth year of five-year cycle)

Awarded by Department of Human Resources

Purpose of grant: To assist Temporary Assistance to Needy

Families (TANF) identified as having disabilities in achieving independence through employment or in applying for appropriate Social Security benefits.

FY 2010 accomplishments:

- Increased program staff from 10 to 12
- Met all program goals and objectives

STAR, Alabama's Assistive Technology Resource - \$435,000

(17th year out of 17-year cycle)

Awarded by Rehabilitation Services Administration

Purpose of grant: To enable Alabama's children and adults with disabilities to achieve their maximum potential through improved access to and acquisition of assistive technology.

FY 2010 accomplishments:

- Coordinated an active STAR Advisory Council and developed four subcommittees:
 - Legislative and Advocacy Subcommittee
 - Resources and Development Subcommittee
 - Marketing and Sustainability Subcommittee
 - Membership and Recruitment Subcommittee
- Developed and implemented STAR's fifth Reuse Center – the ReMEDy Project – located in Birmingham, in partnership with the Birmingham Baptist Association.
- Developed and implemented STAR's sixth Reuse Center – the REAL Project – located in Dothan, in partnership with the Wiregrass Rehabilitation Center.
- Assisted with the planning and sponsorship of Auburn University and ADRS' Assistive Technology Expo and Conference.
- Partnered with UCP Huntsville TASC (Technology Assistance for Special Consumers) to produce online assistive technology training modules and website, www.startraining.org.
- Through Alabama's Ability Loan Program, introduced assistive technology loans at a new reduced rate of 4 percent and made available to interested consumers the FDIC Money Smart program in alternate formats.

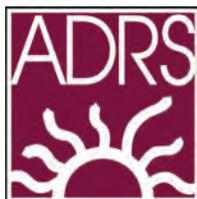
Client Assistance Program - \$158,888

Awarded by the U.S. Department of Education

Purpose of grant: to assist citizens of the state by acting as an advocate regarding services provided by ADRS, Independent Living programs, Rehabilitation Community Programs, and projects funded under the Rehab Act of 1973.

FY 2010 accomplishments:

- Provided training to 325 consumers, ADRS staff, and community partners on consumer rights and responsibilities and self-advocacy.
- Assisted 28 individuals in resolving consumer concerns over their rehabilitation program.



In the provision of services and in employment practices, the Alabama Department of Rehabilitation Services does not discriminate on the basis of race, sex, creed, national origin, religion, age or disability. This material is available in alternate format upon request.

