Florida Rehabilitation Council

Tammy Davis, Acting Chair
Teams Meeting Minutes-March 21, 2023

Members:
Michael Adamus, Denny Clark, Tammy Davis, Brent McNeal, Allison Klein, Delaina Parrish, Victoria Gaitanis, Lisa Mason, Jose Morales

VR Staff:
Kim Thomas, Roy Cosgrove, Derrinita Walker, Libby Moody, Monica Moye, Tami Oates, Emilia Murphy

Guests: Chelsea, Lydia Bogans

The following represents a summary of deliberations, advice, comments and motions that comprise this FRC meeting/Teams call.

Call to order-Quorum established
The council approved the minutes from the Feb. 7 meeting.

Legislative and Public Awareness Committee - Tammy Davis, Chair - Quorum established
The committee approved the minutes from the March 7 meeting.

Business Outreach: Tammy reported that she has been working on business outreach with Kathy Davis, targeting major companies who have either never worked with VR or have worked with VR in the past. She is hoping to have a success story to share at the May quarterly meeting.

Membership Flyer: Tammy asked all council members provide feedback (why are you involved with the council and/or why someone would want to join the council) as it’s an important piece in getting the word out there to promote the FRC. Put something in writing and send to Roy and Kim by April 15th.

Communication to VR Customers: Delaina discussed that she had connected with Devin O’Connor of the Grow Group, who provides employment services to college graduates in addition to other VR customers. They discussed the need for “things to know” from the customer’s perspective, particularly for college graduates. Derrinita expressed concerns about only one vendor being selected for the initiative to develop a recommendation for the division. The council doesn’t need to develop a product for VR to use but the division is in a good place to accept recommendations, like creating a video, flyer, manual, banners, etc. The
recommendation could be made by the council and given to the division to develop. She encouraged the council to review the current inventory before making a recommendation. Brent agreed and said he would support reviewing the inventory first before making recommendations and making the opportunity available to other providers to assist. The committee decided to review available materials at the next Legislative/PA meeting.

**Constant Contact articles:** Derrinita said there are spaces for the council’s voice before anything can be routed for approval and distributed. She asked that members write language, either individually or together, to include in the articles. Nothing can be routed for department approval until actual language is written. Tammy asked staff to put together bullet items and dates that items need to be accomplished by.

**Annual Report:** Derrinita discussed that they are in the phase of soliciting new artists. The plan is to route the existing FRC state plan recommendations’ language independently of the report, with verbiage to help reviewers understand that the language stays static. The report will also include the division’s responses to the recommendations, which the original report format didn’t have. It is hoped that this will keep the language intact.

**Wise Award:** Derrinita reported that the solicitation for the Stephen R. Wise nominees has been developed through Survey Monkey, which gives more flexibility to monitor as it progresses. It was announced in the VR staff newsletter, will go into the Able Trust newsletter and SportsAbility has agreed to share the information.

**Outreach:** Derrinita discussed the outreach efforts with Moore Communications. An 8 week digital media campaign and improved Google searches are in development. A landing page for businesses has been approved and the complete package has gotten the initial approval. Data should be available by the May meeting. She will share the approved images with the council through staff. The landing page is https://expandyourworkforcefl.com/, which is ready to share externally. Brent shared that a LinkedIn page is in the final approval phase and will be shared with the council when it is signed off on. Tammy said it will be really helpful to send the link to potential businesses who may want to hire folks with disabilities.

**Evaluation and Planning Committee-Michael Adamus - Quorum established**

The committee approved the committee minutes from January 17th.

**Customer Satisfaction Survey:** Libby reported that the survey is statewide and has been sent out to over 10,000 invitation emails. Posters will go in all VR offices with more information about the survey and will include a link and a QR code to FAQs. It is being finalized now prior to DOE review and approval.

**Comprehensive Statewide Needs Assessment:** They are currently coordinating interviews in Areas 3, 4, 5, 7 and Service source units.

**5 Year Performance Report:** Libby said she is sharing the report now as it will be helpful later this year when the council makes new recommendations to the State Plan. The report is required
annually and due to the legislature by Dec. 1st. It is required to provide data on caseloads, service use, finances, matching funds, outcomes and transition. Libby provided a statewide data overview. Data is separated out by year and area. The report closes out with definitions for each of the measures, the VR service area map and events impacting service delivery. Send any questions to Kim and Roy who will forward them to Libby.

Response to Question on Employment Services: Members reviewed the VR response from an FRC member to the question on whether VR providers provide additional services for VR customers in job development besides referring to services like Indeed. Members reviewed the response and Brent added that the importance of the FRC role cannot be overstated and that the division is taking the opportunity to look further into the process and the relationships the division has with job developers. Allison said they would like to see more one on one. Brent invited Allison and her colleagues at DRF to let them know if they are seeing issues on their end so the division can improve the delivery of services.

Executive Committee/Full Council

FRC Membership Update: Brent reported that Victoria Gaitanis intended to resign from the council, as she is now Deputy Director of the Division, but was informed that she will still able to serve under the IDEA position. Both she and Brent are ex-officio (non-voting) members. An application is pending for Soren Richardson for the Parent Information and Training position. She has been recommended by the Family Network on Disabilities. Brent has recently reached out to DOE leadership and has fielded questions from the agency and the Governor’s office. He has indicated that the council would like to proceed in filling all the positions instead of waiting to fill the additional slot.

NCSRC meeting: The council approved Delaina to attend; Tammy is no longer able to go. The council then approved Denny to attend the meeting as well. Delaina said if anyone had any questions or points to take to the conference, send them to Roy. Tammy would like to know if there are solutions to the issue of an individual not being able to move from junior college to higher level education due to a math disability, e.g., dyscalculia.

2024 FRC State Plan Timeline: Brent introduced Emilia Murphy, the new Administrative Services Administrator, who will be leading up the development of the 2024 State Plan. The council approved the draft timeline to provide FRC feedback and recommendations to the plan.

Review NCSRC Recommendations: Tammy recommended moving the item to the May meeting so that Andy can participate. All were in favor.

August Quarterly Meeting Location: Tammy discussed moving the meeting from Miami to Key West since the area is different than the rest of the state and the council has not been there. Brent didn’t have any objections as long as the council has the funds. The State Board of Education has been there for the same reasons. The council approved moving forward with moving the meeting from Miami to Key West.

FRCB meeting: Jose volunteered to attend the May FRCB meeting in Lakeland.
Public Comment: None

Adjourned