



Youth and Young Adults in Transition Steering Committee

Strategic Planning Report

**Accepted by the OFCF Cabinet Council
April 19, 2010**

Executive Summary

Governor Ted Strickland requested the Ohio Family and Children First (OFCF) Cabinet Council to form the Youth and Young Adults in Transition Steering Committee with the purpose of aligning and consolidating policies, efforts, and resources; and identifying any major gaps for this particularly vulnerable and often overlooked population. When the Steering Committee's charge is accomplished the Governor's hopes that Ohio will be more efficient and effective in meeting the needs of youth and young adults in transition.

The target population for this Strategic Plan is youth and young adults ages 14-25 with particularly emphasis on those most vulnerable. The focus is on youth and young adults who may be impacted or in need of any governmental system or service.

The Youth and Young Adults in Transition Steering Committee representing thirteen state agencies began planning in September 2009. Facilitators were obtained from the Ohio Department of Administrative Services to lead the committee through a structured planning process (refer to Appendix A for more information about the process). The Steering Committee expanded in January 2010 from state agency representatives to include youth, providers, associations, and other key external stakeholders (refer to Appendix B for more information about the committee and its members).

The Steering Committee identified three priorities Ohio should focus on to become more efficient and effective in meeting the needs of youth and young adults in transition. The four priorities are:

1. Establish a Comprehensive System of Sustainable Resources for Youth in Transition by Aligning Agencies' Processes and Policies
2. Communication;
3. Empowering youth and families with tools for successful transition; and,

The Youth and Young Adults in Transition Steering Committee will begin implementing the strategic plan in May 2010. Subcommittees will be convened to begin implementing the three priorities. Membership may be expanded to include additional experts. A progress report with recommendations is due to the Governor in September 2010.

Priority #1: Establish a Comprehensive System of Sustainable Resources for Youth in Transition by Aligning Agencies' Processes and Policies

| Strategies | Action Steps | Lead | Timeframe | Impact Expected |
|---|---|--|---|---|
| <p>a. Formally appoint and maintain a statewide Youth/Young Adults Transition Steering Committee to ensure processes and policies across departments are aligned and updated into a comprehensive system (by doing the following: reviewing department websites, receiving input from the field, reaching out to non-agency partners, ensuring local involvement, etc.).</p> | <ol style="list-style-type: none"> 1. Identify and confirm state agencies' representatives and stakeholders for the formal Youth/Young Adults Steering Committee. 2. Leader/Chair appointed by Governor. 3. Establish a coordinating (implementation) committee comprised of state department designees and stakeholders. 4. Have authorization in legislation or through Executive Order for the steering committee. | <p>OFCF / Governor's Office</p> <p>Governor</p> <p>OFCF/Governor's Office</p> <p>Governor's Office</p> | <ol style="list-style-type: none"> 1. May 30, 2010 2. May 30, 2010 3. May 30, 2010 4. EO – July 1, 2010; Leg – Dec 31, 2010 | <ul style="list-style-type: none"> • Authority to oversee the implementation of this plan. • Assures cross-system coordination. • Policies and efforts within and among state departments focused on youth and young adults in transition are aligned, coordinated, and consolidated. • State resources at the state and local levels supporting youth and young adults in transition are maximized. • Major gaps in policies, efforts, and resources for youth and young adults in transition are identified and addressed. |
| <p>b. Address the inconsistency of eligibility requirements across departments and create a zone of eligibility.</p> | <ol style="list-style-type: none"> 1. Identify all current services for youth/young adults and eligibility rules for each service. 2. Identify areas for alignment, collaboration, and streamlining of each service. 3. Create a systems map of resources for youth | <p>Sub-Committee</p> | <p>June 2010 – July 2011</p> | <ul style="list-style-type: none"> • Policies and efforts within and among state departments focused on youth and young adults in transition are aligned, coordinated, and consolidated. |

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| | <p>inconsistencies with a formal system.</p> <ol style="list-style-type: none"> 4. Review and determine if existing state structures need to be consolidated. 5. Identify a tiered structure (state-regional-local). 6. Make recommendations to the Governor on this new “system” structure. | | <ol style="list-style-type: none"> 4. August 2012 5. August 2012 6. Sept 2012 | <p>within and among state departments focused on youth and young adults in transition are aligned, coordinated, and consolidated.</p> |
| <p>f. Create comprehensive transition planning and case management systems for youth in transition</p> | <ol style="list-style-type: none"> 1. Identify similarities, differences, and service gaps of transition plan and case management requirements across all systems in order to develop core requirements. 2. Create a common format for comprehensive transition planning that include direct youth involvement, and train local systems and providers on that process. 3. Develop a database records system for maintenance of transition planning and case management for youth who access service from the OneStop system. 4. Address release of records issues to allow systems’ access to the OneStop database records system. | <p>Sub-Committee</p> | <p>Jan 2013 – December 2013</p> | <ul style="list-style-type: none"> •Policies and efforts within and among state departments focused on youth and young adults in transition are aligned, coordinated, and consolidated. •Major gaps in policies, efforts, and resources for youth and young adults in transition are identified and addressed. •Youth’s needs are effectively met through a sound transition plan. |

Priority #1 Implementation Sub-Committee:

Kim Hettel, Co-Chair

Mark Mecum, Co-Chair

Carrie Anthony

Kevin Shepherd

Rob Manning

Angela Lariviere

Teresa Lampl

Gina Felton

Kathe Shelby

Joani Moore

Jean Stevens

Margo Izzo

Sari Kelpacz

Rhonda Tatum

Vanita Nevis

Shannon Teauge*

Steven Oster (auxiliary)

Mozelle Mackey

Jamie White

Lawrence Parson

Coretta Pettway

Teresa Kobelt (auxiliary)

John Magee*

Doris Edelmann*

Leslie Paull

Susan Ignelzi

Ron Cothran (auxiliary)

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| | <p>7. Identify successful programs and inform providers so replication can occur via website.</p> <p>8. Include resources for youth who wish to pursue owning their own business (entrepreneurs).</p> <p>9. Develop Street Card Youth Teams</p> <ul style="list-style-type: none"> • Network of youth within the schools to identify the resources, create the street cards, promote the street cards and get them out to the youth <p>10. Develop Street Cards for Youth</p> <ul style="list-style-type: none"> • Template goes to all counties from YEP • Community centers • Schools • Library • Community partners (i.e. McDonalds, Foot Locker) • Research Blackwell Hotel OSU campus map | | <p>April 2011</p> <p>April 2011</p> <p>May 2011</p> <p>June 2011</p> | |
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Priority #2 Implementation Sub-Committee:

*Eric Troy, Co-Chair**
 Teresa Applegarth
 Kathy Bachmann
 Ruth Satterfield*
 Hannah Phillips

Adrian McMann, Co-Chair
 Lisa Dickson*
 Terri McIntee*
 Crystal Ward Allen

Priority #3: Empowering Youth and Families with Tools for Successful Transition

| Strategy/Action | Action Steps | Lead Responsible | Timeframe | Impact Expected |
|--|---|---|--|--|
| <p>a. Empower youth and families to self advocate</p> | <ol style="list-style-type: none"> 1. Create a youth-friendly format to provide youth with opportunities to give input/feedback to government officials (language, terms, translations). 2. Set the expectation with youth serving organizations that empower youth and families by providing them with the <u>skills</u> to advocate for themselves within the community. 3. Standards will be developed and shared with youth serving organizations to effectively use technology (i.e. blogs, wikis, FaceBook, MySpace) to transport youth message. 4. Cross-train adults serving transition-age youth to effectively communicate with youth and to respect and understand youth culture. 5. List of “prepared” and “trained youth and extended family experts to represent issues (not just from Columbus). 6. Develop key self-advocacy competencies that will be required in training youth and family members as experts in representing themselves and specific issues. | <p>Sub-Committee/OFCF Cabinet</p> <p>Sub-Committee, YEP & OFCF</p> <p>Eric Troy & Lisa Dickson</p> <p>Sub-Committee, YEP, OFCF Cabinet Agencies YEP, FCAA, OFCF, Family & Civic Eng.Teams OCECD; Colleen Miller; YEP, FCAA; & Family Eng. Committee</p> | <p>August 2010</p> <p>August 2010 – July 2011</p> <p>December 2010</p> <p>December 2010 - ongoing</p> <p>January 2011</p> <p>February 2011</p> | <ul style="list-style-type: none"> • Youth and their families are aware of their rights and how to advocate. • You are empowered to self advocate at all levels. • Policies and efforts within and among state departments focused on youth and young adults in transition are aligned, coordinated, and consolidated. • State resources at the state and local levels supporting youth and young adults in transition are maximized. • Major gaps in policies, efforts, and resources for youth and young adults in transition are |

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| | <p>7. Departments will develop a policy to include active youth input on all issues that impact youth, to be implemented on a state, regional and local level.</p> <p>8. Link to existing <u>resources</u> to inform youth and families about the legislative and advocacy process, and their rights. Post these resources on the transition website.</p> <p>9. ODE will create a link to youth specific resources on their website.</p> <p>10. Create a Governors Youth Cabinet (Advisory Council), as a stand-alone entity, modeled after the Governor’s Children Cabinet. This cabinet will represent youth from each “silo” in the same way that cabinet members represent each state department on OFCF Cabinet. The Youth Advisory Council will advise the OFCF Cabinet Directors and Governor’s Office.</p> <p>11. Formalize partnerships between state youth-led groups that currently exist.</p> | <p>OFCE Cabinet</p> <p>Communication Sub-Committee</p> <p>ODE</p> <p>Doris Edelmann, Shannon Teague, Alex McFarland</p> <p>Doris Edelmann, Shannon Teague, Alex McFarland</p> | <p>March 2011</p> <p>March 2011</p> <p>July 2011</p> <p>July 2011</p> <p>August 2011</p> | <p>identified and addressed.</p> |
| <p>b. Equip youth with necessary skills for independence, job acquisition, financial, social interaction, etc</p> | <p>1. State Departments set policies to standardize the training of direct service workers working with youth/young adults to include resources for transition services.</p> <p>2. Develop website or clearinghouse of transition support services. Include resources for youth who wish to pursue owning their own business (entrepreneurs)</p> | <p>Angela Sausser-Short</p> <p>Communication Implementation Team & Vanita Nevis</p> | <p>March 2011</p> <p>April 2011</p> | <ul style="list-style-type: none"> • Policies and efforts within and among state departments focused on youth and young adults in transition are aligned, coordinated, and consolidated. |

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| | (Communication Priority #2, Action #8). | | | |
| c. Create community connections for youth | <ol style="list-style-type: none"> 1. Develop a template for youth-serving entities to use to build a community map based on youth definition of community. 2. State departments support creating a transition plan for youth serving entities that: <ol style="list-style-type: none"> a) Incorporates community connection and ownership for the youth. b) Identifies youth’s alternative support system, rights and resources to support youth, including their identified family. c) Includes the areas of living, working, and learning. | <p>Empowering Youth Implementation team</p> <p>OFCF Cabinet Council</p> | <p>November 2010</p> <p>February 2011</p> | <ul style="list-style-type: none"> • State resources at the state and local levels supporting youth and young adults in transition are maximized. • Major gaps in policies, efforts, and resources for youth and young adults in transition are identified and addressed. |
| d. Promote access to higher education/adult training/ tech training and employment opportunities | <ol style="list-style-type: none"> 1. Ohio Board of Regents to create a timeline that maps out Steps to Apply for College in a youth-friendly format and post on transition website (Priority #2). 2. Institutionalize career exploration and planning, beginning in middle school, no later than 8th grade (possibly reinstate the Career Passport Program). 3. Have each district identify a plan to increase access and awareness of the Ohio Career Information System and Individual Academic Career Plan, including explicit requirements for districts with low graduation rates. 4. Provide an Option Matrix template for districts; a tool that identifies resources for whatever pathway students choose | <p>Ohio Board of Regents</p> <p>ODE</p> <p>ODE, Ohio Benefit Bank</p> <p>ODE</p> | <p>March 2011</p> <p>July 2011</p> <p>September 2011</p> <p>January 2012</p> | <ul style="list-style-type: none"> • Major gaps in policies, efforts, and resources for youth and young adults in transition are identified and addressed. • State resources at the state and local levels supporting youth and young adults in transition are maximized. |

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| | (community access). | | | |
| | 5. Utilize existing subcommittees and resources that focus on individual student outcomes, explore alternative strategies (i.e. flexible credit, field projects and beyond), and ways to address different learning styles and increase student perception of relevancy. | ODE | March 2012 | |
| | 6. Encourage Regional Transition Councils to promote collaboration and coordination of resources for the collection and dissemination of evidence-based practice and secondary/postsecondary support. Recommend youth participation on the RTC. | ODE and RSC | May 2012 | |
| | 7. Work with ODE and the Ohio Board of Regents to incorporate strategies and understanding to address the needs of transition age youth, including teacher prep, in order to increase skill level and sensitivity when working with transitional youth. | ODE, OBR OBR | June 2012 | |
| | 8. Continue work on an Electronic Transcript. | No lead identified at this time | December 2012 | |
| | 9. Consider waiving application fees for at-risk youth. | OBR | December 2012 | |

Priority #3 Implementation Sub-Committee:

Kathy Coate-Ortiz, Co-Chair

Melissa Cardenas

John Magee*

Ruth Satterfield*

Dee Sturgill

Eric Troy*

Shannon Teague*

Diana McIntosh, Co-Chair

Kara Waldron

Alex McFarland

Shayla Key

Sue Beck

Lisa Dickson

Vernita Provitt

*Lisa Dickson, Co-Chair**

Doris Edelmann*

Fawn Gadel

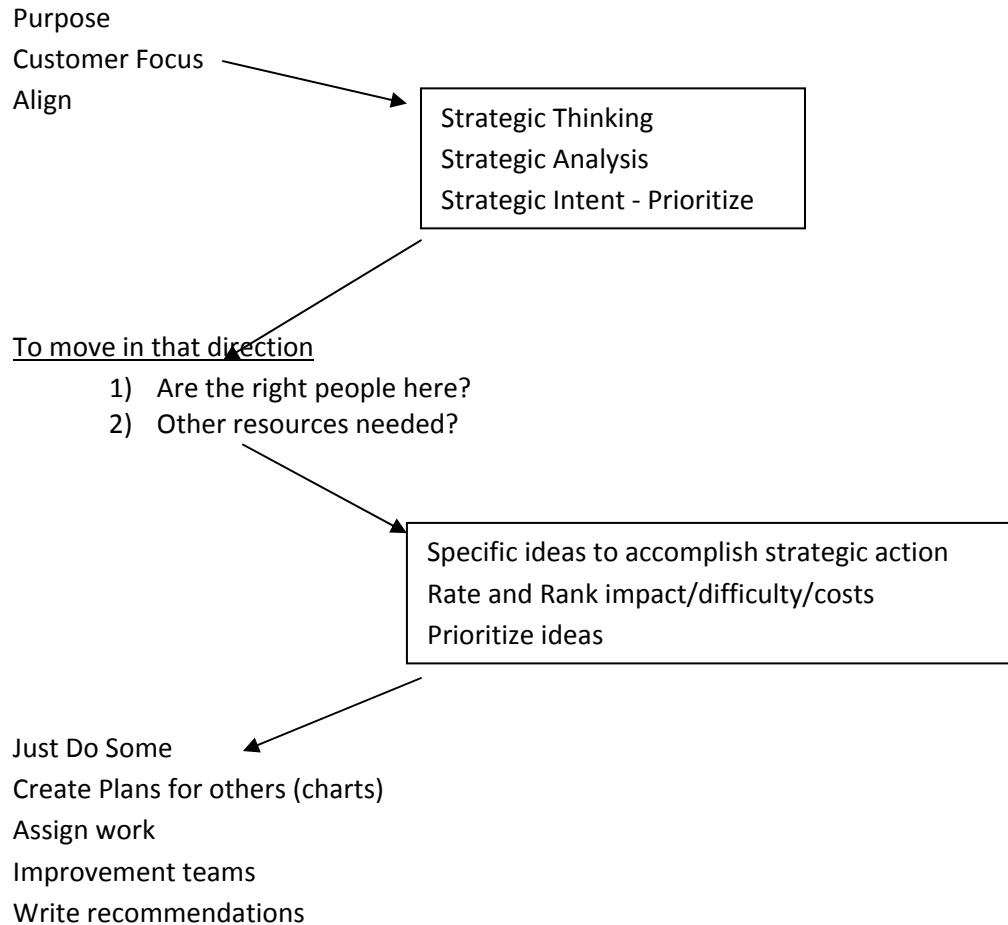
Maggie Jaster

Terri McIntee*

Denise St. Clair

Appendix A: Strategic Planning Process

The facilitators used the below strategic planning process with the Steering Committee.



Strengths, Weaknesses, Opportunities, and Threats

The Steering Committee (Internal Members) was asked to identify the strengths (S), weakness (W), opportunities (O), and threats (T) related to youth and young adults in transition. Once compiled, the committee identified the highest priorities in each section (indicated with an asterisk (*)) and statements repeated by more than once with a number.

Strengths:

- **Resources we have available ***
- **Transition planning is required for students with disabilities is mandate by law- be in place by the age of 14 ***
- **Many things going on, services available ***
- **Youth Councils, Youth leadership & Organizations ***
- **Passion & Dedication ***
- Starting collaborative efforts due to resource demands (3)
- Federal funding streams and regulations (1)
- Wealth of Federal funds available for some programs (community based) (1)
- Pockets of strength in parts of ohio (1)
- Recognized; there is a need and we are now together (1)
- System that are in place
- Regional structures for statewide implementation → emphasis on consistency (1)
- Community based programs (1)
 - YMCA
 - Recreation Programs, Etc...
- Education mandated to serve youth on IEP's (1)
- Emergence of retirees into Volunteerism (1)
- Customer service driven (1)
- Program planning is very good and uses inter-agency coordination (2)
- Good Referral and Monitoring based (1)
- Effective partnership (2)

Weaknesses:

- **Systems are isolated ***
- **Eligibility criteria vary from agency- to agency or services within the same agency. ***
- **Different eligibility requirements ***
- **Silos persist → many agencies aren't aware of the many programs and services offered by others. ***
- **Empowering youth to self-advocate and manage their own transitions. ***

- **Ensuring consistency among regional structures→ emphasizing a minimum level of service delivery, efforts to improve those who aren't quite 'there' ***
- **Infrastructure- complicated, federal requirements, expensive and do not easily integrate. ***
- Poor job opportunities/availability-lots of competition.(2)
- Housing
- Inadequate consumer input (2)
- Politics and procedures aren't consumer friendly (1)
- Questionable social skills (3)
- Stigma of labeling
- Need for instant gratification (by youth)
- Stringent outcomes-reduce agency risk (for special populations) ← taking
- High cost of medical care → also not integrated (1)
- Poverty + cycle of poverty thinking (1)
- Budget Constraints (3)
- Communication gaps (2)
- Workforce dev needs (1)
- Information not always available to those in need, in a manner that they can use (1)
- Libraries closing- bad for youth (1)
- Lack of regionalization hurts small county service availability (2)
- Multi-agency reporting requirements over cap and need coordination. (1)

Opportunities:

- **Emergence of community college/ recognized ability to communicate, to many, very quickly. ***
- **Universal healthcare ***
 - **Corporate responsibility**
 - **Free Prescriptions, \$400 scripts**
- **Reduce duplication of effects ***
 - **Moving special needs programs previously separated back into the school district**
- Race to the Top Funds→ excellent opportunity to coordinate services, use data to plan strategically (2)
- Emphasizes partnership among agencies to best serve students (2)
 - Family Councils
 - School Nurses
- Small business development-green technologies, community gardens (1)
- Business involvement (better) (1)

- Bring communities into schools (1)
- Youth leadership; development (1)
- Shift in culture.(1)
 - \$102 menu
 - Not have to spend \$
- Aging out leaders pass on skills and knowledge (2)
- Workforce development opportunities (2)
- Change legislative mandates (1)
- Massive opportunities for varied work environments (1)
- Federal Funding and foundation funding (2)
- A crisis can promote discussions that may not have otherwise taken place (1)
- Flexible work schedule and work sites (1)

Threats:

- **Difference in youth culture: give up too easy, different work ethic, no tenacity ***
- **Risk of losing youth/young adults ***
- **Sustainability of funding streams and resources- what happens when stimulus money and grants disappear? ***
- **Changes in political environment- emphasis on and support for these efforts to be sustained? ***
- Preparing youth for the reality of today's work environment→ increasing challenges in ensuring benefits, job security and etc... (2)
- Increased poverty (1)
- Teen pregnancy (1)
- Complexity of multiple systems (1)
- Lack of public awareness and understanding (1)
- Technology cannot replace the human element (1)
- Legislation, unfunded mandates (2)
- How do we educate employers and break down barriers for those with disabilities? (10)
 - High needs doesn't necessarily mean higher cost for them
 - Myths of absences, needed accommodations
 - Acclimating employers to ADA requirements
 - Providing incentives to employers
- Potential expansion of the Autism Scholarship Program to all disabilities→ what will this mean for districts and service providers?
- Counties entering fiscal emergency-effects county seats (1)
- Option for post-secondary education for students with higher needs→ how are they being prepared? (1)
- Completing priorities (1)

- “Hidden” consumers or consumer groups (1)
- Further economic deterioration (1)

Strategic Intent

The Steering Committee was asked to identify the strategic intent for youth and young adults in transition. Below are the responses from the small groups.

1. Finding ways to institutionalize inter-agency collaboration all the way down to the local level.
 - a. A systemic approach—we tend to lose the fluency “in the trenches”
 - b. Communicating the plans and strategies to the local level is critical, especially communities that support the educational system
 - c. Don’t deliver the message in silos, show why the approach will benefit from them, how it fits the local need.
2. Electronic database/resource that is continually updated, displaying resources, services and programs available
 - a. Accessible by agency staff and youth
3. Educating individuals—the law, resources, and programs are there—how can they be updated throughout the state to more effectively serve youth?
4. Building continuity to enable seamless service delivery from one system to another
 - a. E.G- high school to higher education
5. Support Families- Whoever youth define as their family
6. System Navigation- Simplify better collaboration between agencies
7. Support community integration
8. Empower, involve and listen to youth
9. Create a structure that keeps the youth to excess the necessary and the appropriate services.
10. Create a system or structure that allows agency partners to know how to access necessary and appropriate services.

Critical Issues

The Steering Committee brainstormed key critical issues impacting youth and young adults in transition.

- System isolation and inconsistency regarding eligibility services and resources.
- Comprehensive communication and information process.
- Empowering families and youth to self-advocate.
- Sustainable resources for youth.
- Equipping youth with necessary skills for independence, job acquisition, financial, social interaction, etc.
- Creating community connections for youth.

- Communication information about transition services.
- Create a system for continuous agency collaboration on youth/young adults in transition.
- Every initiative should involve outreach to include youth and family involvement.

Priorities

The Steering Committee collapsed the above critical issues into five priorities which will become the focus of the plan.

1. Systemizing and aligning agencies' processes.
2. Communication
3. Empowering youth and families with tools for successful transition to adulthood.
4. Sustainable resources for youth.
5. Exiting out of unique systems and connecting to services.

With the above priorities, the committee reviewed existing transition plans as well as the SWOT information to develop draft strategies for each priority. Plans reviewed included the Youth Empowerment Plan; the ODE Transition Regional Councils; and the Colorado Interagency Youth Transition Homelessness Plan. Committee members were asked to fold in existing plans or initiatives that their agency was involved with or aware of so to ensure all efforts were being incorporated and duplication was prevented.

The Steering Committee was then expanded to include key external members who could bring forward expertise, knowledge, and passion to help further refine the strategic priorities and strategies.

Appendix B: Steering Committee’s Charter

Purpose

The purpose of Ohio Family and Children First’s Youth and Young Adults in Transition Steering Committee is to align or consolidate youth transition resources, policies, services, and efforts among state departments.

Target Population

Youth and young adults ages 14-25 with particularly emphasis on those most vulnerable.

State Level Outcome

Youth transition efforts are streamlined, effective and efficient.

Objectives

- Align, coordinate, and consolidate policies and efforts within and among state departments focused on youth and young adults in transition.
- Align, coordinate, and possibly blend state resources at the state and local levels supporting youth and young adults in transition.
- Identify major gaps in policies, efforts, and resources for youth and young adults in transition.

Outputs

- Duplicative efforts for youth and young adults in transition are reduced.
- Improved accessibility for youth and young adults.
- Responsive service alignment for youth and young adults.
- Agencies report better coordination and cost effectiveness.
- Agencies more informed by youth and young adults of their needs and concerns with state level policy making.

| Action Steps | Timeline |
|---|--|
| a. Convene Steering Committee b. Youth Panel presents to inform committee c. State plan developed and signed off by Cabinet. d. Shared with stakeholders for feedback and revisions. e. Plan implemented with at least one area of youth transition aligned | a. October 2009 b. October 2009 c. January 2010 d. February 2010 e. February – August 2010 |

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| <p>or consolidated/planning continues.</p> <p>f. Feedback on alignment impact from local level is gathered.</p> <p>g. Feedback on alignment impact from state departments is gathered.</p> <p>h. Report on efforts aligned and future recommendations provided to Cabinet and Governor.</p> | <p>f. August 2010</p> <p>g. August 2010</p> <p>h. September 2010</p> |
|---|--|

Composition of the Committee

The Steering Committee will be comprised of representatives from state agencies that are directly involved in youth transition efforts, along with other state agencies’ staff as identified. External stakeholders, including youth and young adults, will be asked to participate as well. See below invited committee representatives.

Committee Operations

A facilitator will guide the discussion and work of the Steering Committee. The Steering Committee will make policy recommendations to the OFCF Deputy Directors group for review. The recommendations will then be shared with the OFCF Cabinet Council for discussion and approval for submission to the Governor’s Office.

Committee Members

Internal:

Melissa Cardenas, Ohio Board of Regents
Kelly Bernard, Ohio Board of Regents
Mozelle Mackey, Ohio Department of Aging
Joani Moore, Ohio Department of Alcohol and Drug Addiction Services
Ruth Satterfield, Ohio Department of Alcohol and Drug Addiction Services
Vanita Nevis, Ohio Department of Development
Leslie Paull, Ohio Department of Developmental Disabilities
Eric Troy, Ohio Department of Education
John Magee, Ohio Department of Education
Kathe Shelby, Ohio Department of Education
Kara Waldron, Ohio Department of Education
Dee Sturgill, Ohio Department of Education
Kathy Bachmann, Ohio Department of Health
Rhonda Tatum, Ohio Department of Health
Carrie Anthony, Ohio Department of Job and Family Services
Teresa Applegarth, Ohio Department of Job and Family Services
Gina Felton, Ohio Department of Job and Family Services
Kathy Coate-Ortiz, Ohio Department of Mental Health
Robin Moore-Cooper, Ohio Rehabilitation Services Commission
Coretta Pettway, Ohio Department of Rehabilitation and Correction
Kimberly Hettel, Ohio Department of Rehabilitation and Correction
Kevin Shepherd, Ohio Department of Youth Services
Rob Manning, Ohio Department of Youth Services
Hannah Phillips, Ohio Department of Youth Services
Vernita Provitt, Ohio Department of Youth Services
Sari Klepacz, Office of Budget and Management
Lawrence Parson, Office of Budget and Management
Amy Rohling McGee, Governor's Office
Angela Sausser Short, Ohio Family and Children First, Chair

External:

Rosita, Youth
Adrian, Youth
NaShawn, Youth
Shayla, Youth
Alex, Youth
Shannon Teague, Ohio Benefit Bank
Jean Stevens, Guernsey County Juvenile Court
Crystal Ward Allen, Public Children's Services Association of Ohio
Sue Beck, Ohio Secondary Transition Improvement Grant
Susan Ignelzi, Ready to Launch
Angela Lariviere, Youth Empowerment Program
Maggie Jaster, Youth Empowerment Program
Chris Filler, OCALI
Lisa Dickson, Foster Care Alumni of America, Ohio Chapter
Doris Edelmann, Montgomery County Children Services
Diana McIntosh, Hamilton County Mental Health and Recovery Services Board
Margo Vreegur Izzo, Nisonger Center, OSU
Jessica Lodermeier, Henkels and McCoy
Terri McIntee, State Advisory Panel for Exceptional Children
Liz Henrich, Ohio Association of County Behavioral Health Authority
Teresa Lampl, Ohio Council for Behavioral Health and Family Services Providers
Mark Mecum, Ohio Association of Child Caring Agencies
Denise St. Clair, National Center for Adoption Law and Policy, Capital University Law School
Fawn Gadel, National Center for Adoption Law & Policy, Capital University Law School

