



West Virginia

SRRC

State Rehabilitation Council

“Clients are Reaching New Heights in West Virginia”

2016 – 2017 ANNUAL REPORT

Dear Friends,

As my second term as Chairperson comes to a close, I am proud of the many accomplishments of both the WV DRS and WV SRC. The dedicated Council members are a privilege to know and their relentless desire to achieve our mission and vision is truly inspiring. West Virginia's gift of leadership is DRS Director Marijane Waldron, who ensures that the Council and our Executive Director are a meaningful part of the agency's day to day activities.

Having had the opportunity to attend CSAVR and SRC national and regional conferences, as well as meetings conducted by RSA, I have been impressed by the Council's unique relationship with our State VR agency. Our role is clearly understood and respected. The agency ensures that both the Council and Executive Director are involved in all aspects of the agency and the Council is open to the input from the agency. It is indeed a two way street. Members clearly understand the standards and expectations set by RSA, the financial status of the agency, and have a defined role in policy development. The door is always open to talk with Director Waldron and her staff.

Our Council is encouraged to be active on a state and national level to assist the agency in any way needed. We will continue to strive to excel as a Council and true partner of WVDRS. I am very proud of what we have completed, but our job is far from finished. Without a doubt, West Virginia will continue to be a pacesetter and leader. With Mountaineer pride, I have been honored by my peers to be selected as Chair, to serve on this Council, and to help lead the agency to new horizons.



Sincerely,

A handwritten signature in black ink that reads "Robert J. Gray". The signature is written in a cursive, flowing style.

Bob Gray, Chairperson

A Message from the Executive Director ~

People with disabilities and their families challenge those of us without disabilities to share in their visions. We see a painted picture like the changing seasons of the beauty that surrounds us, often without realizing that we have the power to help create new beginnings or opportunities in someone else's life. Nothing is impossible if we truly believe and work together.

Over the years, I have discovered that I am the one who is always learning ~ constantly being touched by someone's story who has benefited from the services provided by vocational rehabilitation. Every day I am proud to be a small part of what began as one person's dream. Casting away what is familiar and entering into the unknown can be difficult, but all of us ~ regardless of circumstances ~ have been given the responsibility of challenging change and become the pacesetters of tomorrow.

Becoming more involved with the National Coalition of State Rehabilitation Councils (NCSRC) and helping to educate 79 other SRCs, I feel a deeper commitment than ever before to assure we reach the unified missions of our Council, DRS, partners and national organizations. Knowing that I have somehow participated in what is now the purpose of countless people helping others to become totally included and accepted by one's peers regardless of differing abilities is beyond description.

In WV, our partnership with DRS is stronger than ever. We value our partners and know this bond will long withstand the times because of our united vision, determination and heartfelt dedication. As we watch the seasons change, so must life. How and what we do with those experiences is endless and can color our world in many ways. The WV State Rehabilitation Council will continue to be an advocate, pacesetter and visionary inspiring people to be the best they can be throughout the seasons of our lives.



Sincerely,

A handwritten signature in cursive script that reads "Sherry A. Taylor".

Sherry A. Taylor,
Executive Director





WEST VIRGINIA DEPARTMENT OF EDUCATION AND THE ARTS DIVISION OF REHABILITATION SERVICES

Dear Friends of the State Rehabilitation Council:

On behalf of the West Virginia Division of Rehabilitation Services (DRS), I'm grateful for the strong partnership between DRS and the State Rehabilitation Council. The State Rehabilitation Council is genuinely committed to working with the DRS administration to jointly meet the employment needs of West Virginians with disabilities.

During fiscal year 2017, DRS provided essential services to 12,283 West Virginians with disabilities. This assistance enabled 1,671 of these individuals to enter employment or maintain their current vocation.

Each Council member is dedicated to service, bringing unique experiences to this collaborative partnership that ultimately benefits individuals with disabilities by helping to remove employment-related barriers in the workforce.

The State Rehabilitation Council diligently performs its mandated responsibilities of helping to establish essential goals and monitor ongoing performance. Through cooperative efforts, DRS and the Council continue to empower DRS consumers by promoting self-sufficiency and maximizing employment potential to ensure a smooth transition into the work environment. Thank you for your continued dedication to enabling and empowering individuals with disabilities to work and to live independently!

Sincerely,

Marijane K. Waldron
Director



Our Mission Statement

The West Virginia State Rehabilitation Council is to review, analyze and advise the West Virginia Division of Rehabilitation Services regarding its program eligibility, performance and effectiveness in empowering individuals with disabilities to achieve their employment goals.

Our Vision Statement

The West Virginia SRC's vision is to ensure that all people with disabilities are provided with an equal opportunity to receive the vocational rehabilitation services for which they are eligible.

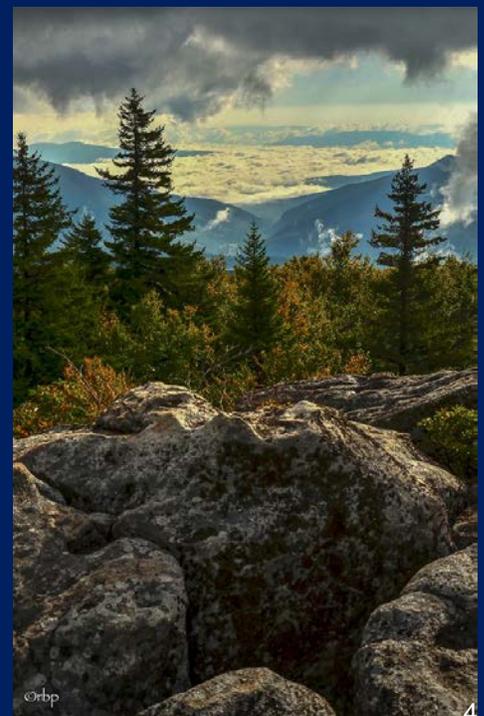
Our Council Composition

The West Virginia State Rehabilitation Council is composed of a maximum of twenty-six (26) members and no less than fifteen (15) members. These appointments are made by the Governor for three (3) year terms and individuals may only serve two (2) consecutive terms. The majority of the members (51%) must be individuals with disabilities or represent a person with a disability and not be employed by WV DRS.

The Council must have members representing the following:

- Business, Industry and Labor (at least four (4) representatives);
- Client Assistance Program (CAP);
- Community Rehabilitation Program (CRP);
- Current or former WV DRS Applicants or Recipients;
- Parent Training & Information Centers (PTI);
- State Education Department Representative;
- State Workforce Investment Board Representative (WIB);
- Statewide Independent Living Council (SILC ~ standing member);
- Director of WV DRS (ex-officio member); and
- Vocational Rehabilitation Counselor (ex-officio member).

The knowledge and expertise of the Council members is a valuable asset in carrying out the mission and goals of the SRC. Members take their responsibilities seriously spending a great deal of time and effort to fulfill their duties. Monitoring and advising WV DRS on the issues services, programs and policies which impact the lives of West Virginians with disabilities is essential.



Council Responsibilities & Purpose

The West Virginia State Rehabilitation Council (WV SRC) is established in Section 105 of the Rehabilitation Act of 1973, as amended (ACT), and 34 CFR 361.16-361.17 of its implementing regulations. The WV SRC gives advice to and works in partnership with the West Virginia Division of Rehabilitation Services (WV DRS).

In compliance with the guidelines of the 1998 amendments to the Rehabilitation Act, the WV SRC must perform the following functions, after consulting with the State Workforce Investment Board:

In partnership with WV DRS, the Council:

- Develops, agrees to, and reviews WV DRS goals and priorities;
- Evaluates the effectiveness of their program and submit annual progress reports to the Rehabilitation Services Administration (RSA) Commissioner;
- Conducts a statewide needs assessment of individuals with disabilities living in the State every three (3) years;
- Advises WV DRS regarding vocational rehabilitation activities;
- Serves as the Policy Consultation Committee for the Agency; and,
- Attends Agency functions, training events & national conferences.

The Council assists in the preparation of the State Plan for Vocational Rehabilitation, amendments to the plan, applications, reports, needs assessments and evaluations, including those necessary for WV DRS to satisfy the requirements of developing a “comprehensive system of personal development” and establishing an “order of selection.”

Responsibilities include reviewing and analyzing the effectiveness of and the consumer satisfaction with WV DRS agency functions, vocational rehabilitation provided by WV DRS and other entities and the employment outcomes achieved by eligible individuals. This information is compiled by an independent consultant and provided to the agency and posted on the Agency and WV SRC’s websites.

An annual report is prepared and submitted to the Governor and RSA on the status of Vocational Rehabilitation services. This report is disseminated to all SRC’s throughout the U.S. and territories and other state representatives. This is available on the Agency and WV SRC websites, as well as the general public.

The WV SRC coordinates various activities with other partners to assist in educating the public on pertinent issues. The Council strives to enrich and maintain the working relationships between WV DRS, the WVSILC and the centers for independent living.

Members of the Council and WV SRC staff perform other functions that are determined appropriate and comparable to other required functions, provided they are consistent with the purpose of Title I of the ACT and its implementing regulations.





WHAT WE DO

One of the most important responsibilities of the State Rehabilitation Councils is to advise, make recommendations and assist the WV Division of Rehabilitation Services (WV DRS) in preparing their State Plan for Vocational Services. The overall purpose of the State Plan is to assure that State and Federal governments play a leadership role in promoting employment for persons with disabilities and to ensure a link between citizen participation and the legislative process.

The Council is responsible for reviewing and analyzing the effectiveness and satisfaction of rehabilitation services provided by WV DRS from information gathered from the clients. The Council does not assist in the resolution of any individual case issues. Consumer Satisfaction Surveys are mailed by the WV SRC to all clients statewide whose case has been closed. The collected data is returned with only the client's district and category for the information to be compiled by an independent contractor annually. The report is available on the WV DRS & WV SRC websites or upon request from the WV SRC office.

The WV SRC prepares an Annual Report highlighting the Council's past fiscal year's activities and accomplishments. This functions as a status report from the WV SRC of the vocational rehabilitation programs across our state that is submitted to the Governor, Commissioner of the Rehabilitation Services Administration (RSA), State legislators and State members of Congress, various state officials, WV DRS staff and other SRCs throughout the United States and its territories. This report is also available on the WV SRC, WV DRS and NCSRC websites.

The WVSRC Executive Director serves as an active member of the WV DRS Executive Management Group and on various agency, statewide & national committees and task forces.

The Council is directly involved in the development, revision and implementation of policies for the agency. The agency staff presents new or amended policies to the Council, along with clear descriptions of why the policies were written or changed. The Council participates in strategic planning for the agency. In keeping with this role, the Council supports the agency's legislative strides within the state and nationally, educating leaders on vocational rehabilitation needs, accomplishments and its future.

Keeping abreast of national trends, trainings, legislative agendas and innovative networking is vital to the success of the Council. To assure this aspect is met, the WV SRC participates in the continuing education provided through the National Coalition of State Rehabilitation Councils (NCSRC), Council of State Administrators of Vocational Rehabilitation (CSAVR) and any other requested or mandated meetings.

Our goal is to ensure that people with disabilities are provided with an equal opportunity to receive the programs, services and supports needed. We work diligently in our pursuit for consumer satisfaction and endless ways in which services can be improved or developed.



ACCOMPLISHMENTS

Accomplishments 2016 ~ 2017

WV SRC met six times during this past fiscal year

Members reviewed and amended Mission, Vision & Bylaws

Nominated and received new member appointments from Governor Earl Ray Tomblin

Executive Director participated on the Agency's Executive Management Group

Cabinet Secretary of Education & the Arts and Former First Lady of WV Gayle Manchin attended the August Council meeting and made a presentation, answered questions and thanked the Council for our continuing work

WV SRC website updated and active

Received State of the Agency presentations by WV DRS Director or her representative at each WV SRC meeting

Council was provided up-to-date information at each Council meeting regarding Agency financial status, performance benchmarks & RSA regulations by VR staff

The Council is continually educated on the WIOA changes and the impact on the agency

Council served as the Policy Consultation Committee for the Agency to assist in drafting, reviewing and amending Agency policy

ACCOMPLISHMENTS

Agency presented any policy changes to Council in person and via conference calls with detailed explanations as needed

Council made recommendations in writing for the WV DRS State Plan and received their plan of action for SRC recommendations

WV DRS staff made numerous presentations to Council for education of programs & services offered by the Agency

Executive Director participated in the WV DRS State Conference in May, 2017 at Stonewall Resort in Roanoke, WV

Recommended and invited CSAVR CEO Steve Wooderson to deliver his presentation on Vision 2020 to VR staff during the State Conference

Collaborated with WV DRS on the 2016 Diversifying Perspectives Art Contest and Exhibition

Continued partnering with the WV Statewide Independent Living Council (WV SILC) and WV DRS for the Essay Contest focusing on the impact of the Disability Movement for all WV high school seniors

Council members attended the Ability Works program in October, 2016

Members received written annual financial compilation report by an independent contracted auditor

Council members and WV SRC staff along with WVDRS staff attended the spring and fall Council of State Administrators of Vocational Rehabilitation (CSAVR) conferences in Bethesda, Maryland and San Diego, California respectively

Executive Director serves on the National Steering Committee of the National Coalition of State Rehabilitation Councils (NCSRC) representing Region 3

Executive Director serves as Vice President & Treasurer of the NCSRC

As Vice President of NCSRC, the Executive Director assists, facilitates, plans, provides training and participates in NCSRC nationally scheduled conference calls, Board of Director meetings, and the NCSRC trainings & conferences held in the spring and fall

As Treasurer of NCSRC, the Executive Director handles all money transactions for registrations & hotels, coordinating hotels accommodations and meeting details for spring & fall conferences working with CSAVR, hotel staff and any outside speakers

The Annual Report Committee developed and disseminated the Annual Report

The Annual Report to Governor, Secretary of State, Rehabilitation Services Administration (RSA), State legislature, members of Congress, all US states & territories and other required individuals

Posted Annual Reports on the WV SRC, WV DRS and NCSRC websites for viewing

Updated and mailed the Consumer Satisfaction Survey to all closed VR cases

The 2016 - 2017 Consumer Satisfaction Survey summary presented orally and in writing to Council members & DRS staff by consultant Dr. Denetta Dowler

Pertinent information from the surveys was documented in the Annual Report

Consumer Satisfaction Report posted on WV SRC and WV DRS websites

Greg Epps provided handouts on the academic programs and accessibility services at West Virginia University

Council has representation on the Community Rehabilitation Programs (CRP) Advisory Committee

Council member facilitated communication between WV DRS and Construction Trades Apprenticeship Programs across WV

Set up WV SRC display and participated in annual Disability Advocacy Day in February, 2017 at State Capitol

Council Goals & Objectives

- Comply with the functions of the Council as stated in the Rehabilitation Act of 1973 as amended to ensure the Council is meeting the federal requirements;
- WV SRC continue to be a member of the West Virginia Division of Rehabilitation Services (WVDRS) Executive Management Team;
- Continue our strong partnership with WVDRS management staff and personnel acting as an advocate, confidant and agency ambassador;
- Receive regular updates from Agency Director on WVDRS' efforts to increase public awareness of services and programs;
- Council shall be continually educated and knowledgeable about services and programs within WVDRS;
- Serve as the Committee for WVDRS Policy;
- Receive detailed information & understanding on purpose of new or revised policies;
- Maintain an active role in the National Coalition of the State Rehabilitation Council (NCSRC) participating on the national steering committee, attending spring & fall national conferences to obtain information for the enrichment of the Council;
- Participate in the Council for State Vocational Rehabilitation Administrators (CSAVR);
- Disseminate consumer satisfaction surveys to all closed WVDRS cases and have independently prepared compilation report given electronically and verbally to Council members and designated VR staff, followed by posting on the WV DRS and WV SRC websites;
- Conduct combined public forums with WVDRS and the West Virginia Statewide Independent Living Council (SILC) to education of the general public about WVDRS and the role(s) of the Council(s), as needed;
- Provide continuing education to the general public on the WV SRC and the role of the Council;
- Encourage Council members to become an active member of their local CAC;
- Keep WV SRC website updated with current data and information;
- Use social media to link the WV SRC to other partners giving access to meeting schedules & location, SRC documents, website data and public awareness events; and,
- Attend WV DRS State Conferences and other pertinent state and/or federal trainings and meetings.



WEST VIRGINIA DEPARTMENT OF EDUCATION AND THE ARTS DIVISION OF REHABILITATION SERVICES

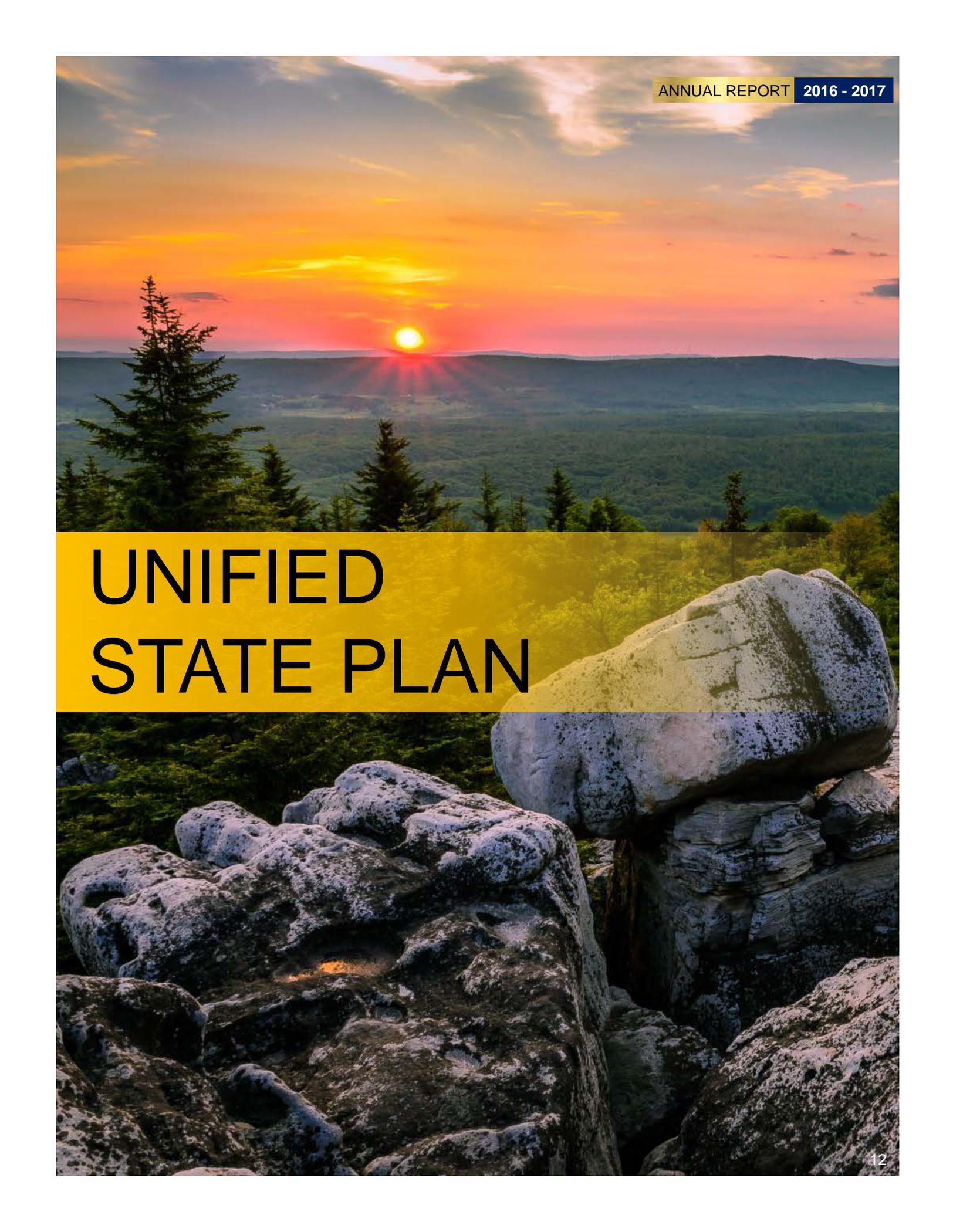
The West Virginia Division of Rehabilitation Services (DRS) is the state agency responsible for the operation of West Virginia's state and federal vocational rehabilitation program that was originally established through the Rehabilitation Act of 1973. DRS specializes in helping people with disabilities who want to find a job or maintain their current employment in an integrated and competitive setting.

The starting points for services are the 30 field offices the agency has throughout the state. The district offices are located in Beckley, Charleston, Clarksburg, Huntington, Martinsburg and Wheeling. Rehabilitation counselors at the field offices help with the application process. Once eligibility is determined, counselors and clients work as a team to develop a plan to meet the individual's employment goals. Services are tailored to meet the individual needs of the client. DRS services may include:

- pre-employment transition services
- evaluation and assessment,
- counseling and guidance,
- job development and placement assistance,
- vocational training and college assistance,
- physical or mental restoration,
- assistive technology; and/or,

DRS will continue to collect data that will evaluate the success of the agency's programs and services to assure performance measures are achieved. Benchmarks are being established by the Rehabilitation Services Administration (RSA) and will be used to gauge the agency's outcomes in the future.





UNIFIED STATE PLAN

The Council makes recommendations to be included in the WV Division of Rehabilitation Services (WV DRS) Unified State Plan for Vocational Services. These recommendations are based on reports provided during regular Council meetings, memorandums and other communication offered by the agency director and/or the staff of the WV DRS. These reports guarantee the WV SRC is receiving factual updates and pertinent information to make accurate observations, decisions, policies and recommendations.

This task is taken very seriously by the Council knowing that the acceptance and monitoring of the Unified State Plan assures the Federal government that WV DRS will operate its vocational rehabilitation (VR) programs in accordance with the provisions of this Plan, as well as meeting federal statutory, regulatory and policy requirements. The WV SRC proudly commends the WV DRS on the exemplary manner in which they have historically exceeded the requirements of the Rehabilitation Services Administration (RSA).

The WV SRC is proud to be a supportive partner and advocate of the WV DRS. The agency continues to receive national recognition for their achievements gained for their unique programs, creative innovation and diverse services helping to ensure that people in West Virginia with disabilities identify and achieve their employment goals.

Our Council maintains a diverse group of individuals comprised of West Virginians who represents many backgrounds, including business, labor & industry, Client Assistant Program (CAP), Community Rehabilitation Programs (CRPs), other services providers, Vocational Rehabilitation counselors, Workforce Investment Board, WV Department of Education, consumers and consumer advocates. The WV SRC is proud to have these valued partners, as well as our unique working relationship with the West Virginia Statewide Independent Living Council (WV SILC). These steadfast partnerships remain the core of our mission and vision allowing the Council insight of consumer needs.

Sharing agency data regarding programs, services, policy, fiscal status or other pertinent issues is invaluable to the success of the agency and Council. WV DRS provides informative education when making presentations to our membership during each meeting or as needed. We greatly appreciate the WV DRS liaisons to our Council, Michael Meadows (recently retired) and our newly appointed liaison Rich Ward, who are considered valuable assets, informed resources and contributors by our members, as well as the WV DRS Counselor Representative member Alyce Almond for their expertise and voices for their peers.

The WV SRC understands the agency's obligation in achieving the benchmarks set by the RSA. West Virginia historically maintained high performance on RSA's Standards and Indicators of performance prior to the passing of the Workforce Innovation and Opportunity Act (WIOA). WVDRS anticipates continued success in meeting the WIOA-based performance measure benchmarks established by RSA in the future. Senior Manager of Unified State Plan and Program Evaluation Pisnu Bua-lam and his team assure that all Council members have a clear understanding of what is expected of the staff, what this means for the agency, sharing of statistics and allowing time for members to ask questions during their regularly scheduled presentations. With the new changes in the law, his team continues to educate the Council members so that WV DRS exceeds other states in this realm.

The WV SRC is indebted to the open communication and continuous support received from the agency director and her staff. Serving as a pacesetter to other states who are eager to replicate the relationship, accomplishments and structure of the WV DRS and WV SRC is without question humbling. The Council will continue to strive to maintain this collaboration and embraces the opportunity to serve as a partner and trusted confidant of the WV DRS. The Council congratulates the WV DRS staff for their achievements, recognition and determination to provide ultimate services and programs while meeting the standards set by RSA.

PERSONAL CHARACTERISTICS



**PERSONAL CHARACTERISTICS
OF STATE REHABILITATION CLIENTS IN FEDERAL FISCAL YEAR 2017**

DISTRICT	FFY 2017	PERCENT
District 1	2,186	17.8%
District 2	1,516	12.3%
District 3	1,764	14.4%
District 4	2,595	21.1%
District 5	1,490	22.2%
District 6	1,551	12.1%
TOTAL / STATE	12,283	100%

PERSONAL CHARACTERISTICS

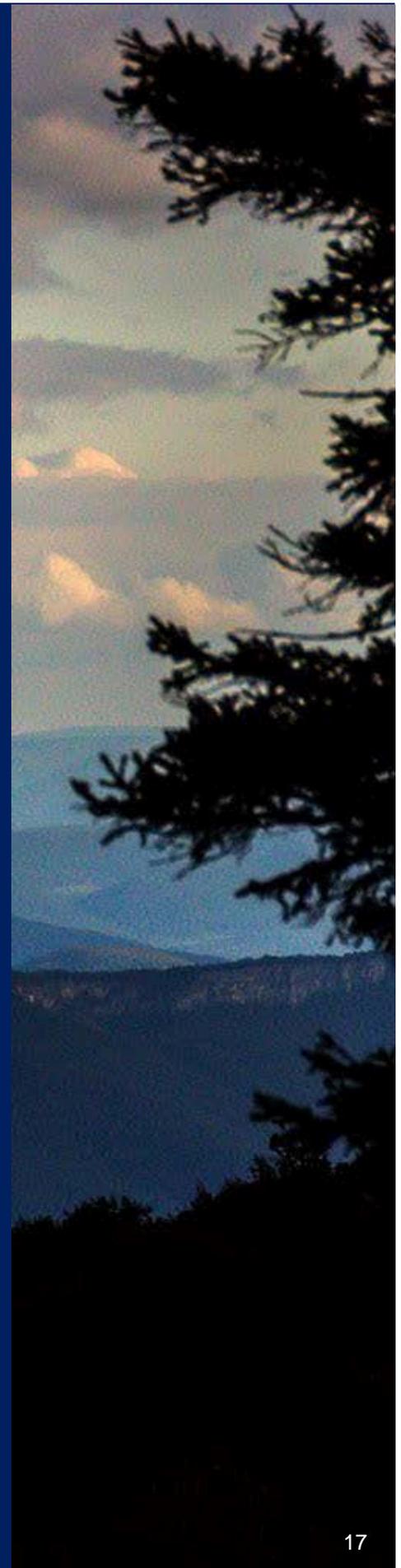
Education at application of individuals vocationally rehabilitated

EDUCATION LEVEL	NUMBER	%
No Formal Schooling	0	0%
Elementary Education Grades (1-8)	15	0.9%
Secondary Education No Diploma	493	29.5%
Special education certificate of completion/attendance	96	5.7%
High school graduate or equivalency certificate (regular education students)	497	29.7%
Post-secondary education, no degree	263	15.7%
Associate degree or Vocational / Technical Certificate	94	5.6%
Bachelor's Degree	92	5.5%
Master's Degree or Higher	38	2.3%
Any Degree above a Master's – e.g. Ph.D., Ed.D., J.D	7	0.4%
Vocational/Technical Certificate or License	75	4.5%
Occupational credential beyond undergraduate degree work	0	0%
Occupational credential beyond graduate degree work	1	0.1%
TOTAL	1,671	100%

PERSONAL CHARACTERISTICS

Education at closure of individuals vocationally rehabilitated

EDUCATION LEVEL	NUMBER	%
No Formal Schooling	0	0%
Elementary Education Grades (1-8)	13	0.8%
Secondary Education No Diploma	69	4.1%
Special education certificate of completion/attendance	50	3.0%
High school graduate or equivalency certificate (regular education students)	344	20.6%
Post-secondary education, no degree	176	10.5%
Associate degree or Vocational / Technical Certificate	150	9.0%
Bachelor's Degree	422	25.3%
Master's Degree or Higher	94	5.6%
Any Degree above a Master's – e.g. Ph.D., Ed.D., J.D	15	0.9%
Vocational/Technical Certificate or License	201	12%
Occupational credential beyond undergraduate degree work	1	0.1%
Occupational credential beyond graduate degree work	136	8.1%
TOTAL	1,671	100%



PERSONAL CHARACTERISTICS

Age at application of individuals vocationally rehabilitated:

AGE	INDIVIDUALS	PERCENT
Less than 20	614	36.7%
21 through 34	371	22.2%
35 through 44	193	11.5%
45 through 64	422	25.3%
65 and over	71	4.2%
TOTAL	1,671	100%

Race of individuals vocationally rehabilitated:

RACE	INDIVIDUALS	PERCENT
White	1,540	92.2%
Black or African American	95	5.7%
American Indian or Alaska Native	14	0.8%
Asian	14	0.8%
Native Hawaiian Pacific Islander	1	0.1%
Hispanic or Latino	7	0.4%
TOTAL	1,671	100%

Gender of individuals vocationally rehabilitated:

GENDER	INDIVIDUALS	PERCENT
Male	880	52.7%
Female	791	47.3%
TOTAL	1,671	100%

PERSONAL CHARACTERISTICS

Referral source of individuals vocationally rehabilitated:

SOURCE	INDIVIDUALS	PERCENT
American Indian VR Services Program	2	0.1%
Child Protective Services	1	0.1%
Community Rehabilitation Program	49	2.9%
Consumer Organizations or Advocacy Groups	4	0.2%
Corrections/Other (Adult, NOT Direct Referral by WV Div of Corrections to DRS)	6	0.4%
DOL Employment & Training Service Programs for Adults, Dislocated, Youth	3	0.2%
Educational Institution (elementary/secondary)	449	26.9%
Educational Institution (post-secondary)	95	5.7%
Employers	4	0.2%
Faith Based Organizations	2	0.1%
Family/Friends	127	7.6%
Intellectual & Developmental Disabilities Providers	5	0.3%
Medical Health Provider (Public or Private)	173	10.4%
Mental Health Providers (Public or Private)	64	3.8%
One-stop Employment/Training Centers	28	1.7%
Other One-Stop Partner	4	0.2%
Other sources	101	6.0%
Other State Agencies	18	1.1%
Other VR Agencies	6	0.4%
Public Housing Authority	1	0.1%
Self-referral	491	29.4%
Social Security Administration (Disability Determination Service or District Office)	4	0.2%
State Employment Service Agency	9	0.5%
Veteran's Administration	5	0.3%
WV Division of Corrections to DRS/Corrections Program	5	0.3%
Wagner-Peyser Employment Service	1	0.1%
Welfare Agency (State or Local Government)	14	0.8%
TOTAL	1,671	100%

PERSONAL CHARACTERISTICS

Primary disabling condition of individuals vocationally rehabilitated:

SENSORY / COMMUNICATION IMPAIRMENTS	INDIVIDUALS	PERCENT
Blindness	20	1.2%
Other Visual Impairment	35	2.1%
Deafness, Primary Communication Visual	21	1.3%
Deafness, Primary Communication Auditory	24	1.4%
Hearing Loss, Primary Communication Visual	14	0.8%
Hearing Loss, Primary Communication Auditory	226	13.5%
Other Hearing Impairments (Tinnitus, Menier's Disease, Hyperacusis, etc.)	2	0.1%
Deaf – Blindness	1	0.1%
Communicative Impairments (Expressive/Receptive)	131	7.8%

PHYSICAL IMPAIRMENTS	INDIVIDUALS	PERCENT
Mobility Orthopedic/Neurological Impairments	98	5.9%
Manipulation/Dexterity Orthopedic/Neurological Impairments	20	1.2%
Both mobility and Manipulation/Dexterity Orthopedic/Neurological Impairments	23	1.4%
Other Orthopedic Impairments (e.g., limited range of motion)	44	2.6%
Respiratory Impairments	38	2.3%
General Physical Debilitation (fatigue, weakness, pain, etc.)	85	5.1%
Other Physical Impairments (not listed above)	131	7.8%

MENTAL IMPAIRMENTS	INDIVIDUALS	PERCENT
Cognitive Impairments (impairments involving learning, thinking, processing information and concentration)	476	28.5%
Psychosocial Impairments (interpersonal and behavioral impairments, difficulty coping)	379	22.7%
Other Mental Impairments	29	1.7%

TOTAL	1,671	100%
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West Virginians receiving rehabilitative services by county:

COUNTY	INDIVIDUALS	PERCENT
Barbour	9	0.5%
Berkeley	50	3.0%
Boone	27	1.6%
Braxton	5	0.3%
Brooke	44	2.6%
Cabell	126	7.5%
Calhoun	6	0.4%
Clay	7	0.4%
Doddridge	1	0.1%
Fayette	72	4.3%
Gilmer	3	0.2%
Grant	26	1.6%
Greenbrier	38	2.3%
Hampshire	25	1.5%
Hancock	41	1.5%
Hardy	25	1.5%
Harrison	47	2.8%
Jackson	35	2.1%
Jefferson	13	0.8%
Kanawha	182	10.9%
Lewis	7	0.4%
Lincoln	16	1.0%
Logan	34	2.0%
Marion	40	2.4%
Marshall	24	1.4%
Mason	18	1.1%
McDowell	38	2.3%
Mercer	110	6.6%

COUNTY	INDIVIDUALS	PERCENT
Mineral	27	1.6%
Mingo	17	1.0%
Monongalia	74	4.4%
Monroe	11	0.7%
Morgan	5	0.3%
Nicholas	21	1.3%
Ohio	39	2.3%
Pendleton	11	0.7%
Pleasants	0	0.0%
Pocahontas	4	0.2%
Preston	14	0.8%
Putnam	50	3.0%
Raleigh	62	3.7%
Randolph	12	0.7%
Ritchie	2	0.1%
Roane	10	0.6%
Summers	17	1.0%
Taylor	8	0.5%
Tucker	4	0.2%
Tyler	6	0.4%
Upshur	17	1.0%
Wayne	35	2.1%
Webster	5	0.3%
Wetzel	7	0.4%
Wirt	6	0.4%
Wood	79	4.7%
Wyoming	30	1.8%
TOTAL	1,671	100%

PERSONAL CHARACTERISTICS

Occupation of individuals vocationally rehabilitated:

OCCUPATION	INDIVIDUALS	PERCENT
Management Occupations	69	4.1%
Business and Financial Operations Occupations	26	1.6%
Computer and Mathematical Occupations	26	1.6%
Architecture and Engineering Occupations	33	2.0%
Life, Physical and Social Science Occupations	12	0.7%
Community and Social Services Occupations	76	4.5%
Legal Occupations	9	0.5%
Education, Training and Library Occupations	92	5.5%
Arts, Design, Entertainment, Sports and Media Occupations	22	1.3%
Healthcare Practitioners and Technical Occupations	136	7.4%
Healthcare Support Occupations	103	6.2%
Protective Service Occupations	30	1.8%
Food Preparation and Serving Related Occupations	124	7.4%
Building and Grounds Cleaning and Maintenance Occupations	132	7.9%
Personal Care and Service Occupations	90	5.4%
Sales and Related Occupations	131	7.8%
Office and Administrative Support Occupations	194	11.6%
Farming, Fishing and Forestry Occupations	6	0.4%
Construction and Extraction Occupations	46	2.8%
Installation, Maintenance and Repair Occupations	69	4.1%
Production Occupations	118	7.1%
Transportation and Material Moving Occupations	120	7.2%
Military Specific Occupations	1	0.1%
Randolph-Sheppard Vending Facility Clerk	0	0.0%
Randolph-Sheppard Vending Facility Operator	5	0.3%
Homemaker*	1	0.1%
Unpaid Family Worker*	0	0.0%
TOTAL	1,671	100%

*Occupation outside the competitive labor market

PERSONAL CHARACTERISTICS

- Number of individuals rehabilitated (with an employment outcome): **1,671**
- Number (percent) of vocationally rehabilitated individuals placed in competitive employment: **1,671 / 100%**
- Number of individuals with significant disabilities served: **12,003**
- Total number of clients served: **12,283**

Total annual earnings of those receiving vocational rehabilitation services:

At Referral	\$12,509,068
After Rehabilitation	\$41,962,752
Percentage increase in annual earnings due to rehabilitation	235%



SATISFACTION SURVEY

2017 Consumer Satisfaction Survey

The WV State Rehabilitation Council in conjunction with the WV Division of Rehabilitation Services (DRS) conducted a survey of consumer satisfaction with DRS services in West Virginia. The Council developed an instrument that asked consumers to rate their level of agreement with statements about the services they may have received through WV DRS. Consumers were also asked about specific information related to jobs and to their rights as a consumer. A final section included open-ended items designed to determine the consumers' opinion about program changes or improvements that could be made.

The surveys were distributed during the year to consumers whose cases were closed in Status 26 (successful closure) or Status 08, 28, or 30 (unsuccessful) during the September 2016 to August 2017 timeframe. A combined total of 383 surveys were returned including 99 responses that were color coded as being from transitioning youth. This report summarizes those responses and details the findings of the survey for the 2016 - 2017 program year.

TRANSITIONING YOUTH

The number and percent of transitioning youth responses by West Virginia DRS District:

DISTRICT	NUMBER OF RESPONSES	% OF TOTAL RESPONSES RECEIVED
District 1	24	24.24%
District 2	8	8.08%
District 3	21	21.21%
District 4	25	25.25%
District 5	12	12.12%
District 6	9	9.09%

2017 SATISFACTION SURVEY (CONTINUED)

ANNUAL REPORT 2016 - 2017

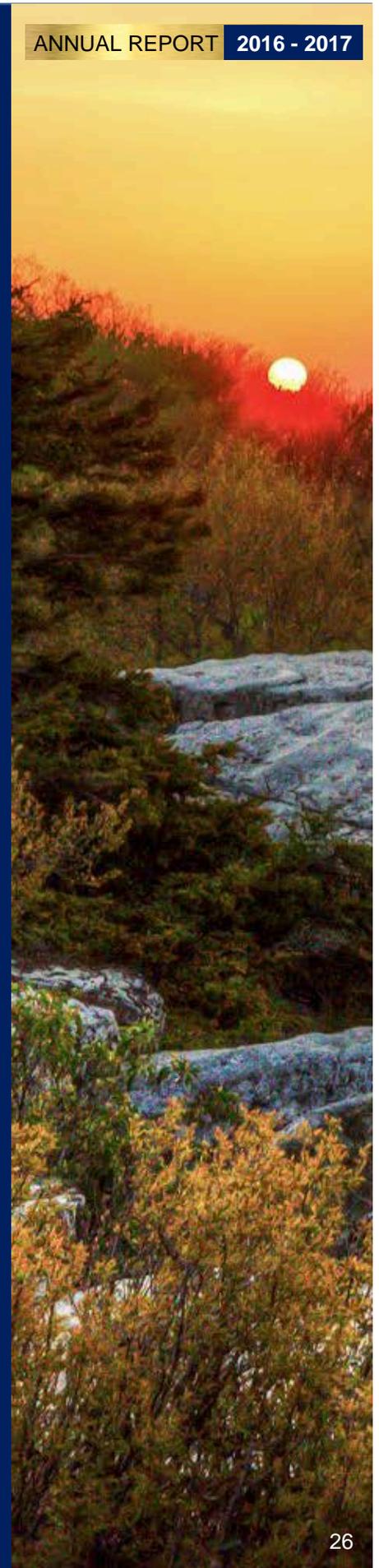
Percent of transitioning responders by type of disability:

TYPE OF DISABILITY	RESPONDENTS	PERCENT
Cognitive	47	57%
Motor	5	6%
Sensory	2	2%
Mental Health	11	13%
Various / Other	18	22%
TOTAL	83	100%

The surveys were sent to consumers from each closure status. Closure **Status 08** means that the case was closed after the application process because the individual was determined to be ineligible for services. Closure **Status 30** means that the consumer was determined to be eligible for services, but none were provided. Closure **Status 28** means that the case was closed after at least one service was provided, but the employment goal was not achieved. Closure **Status 26** means that the case was closed after the consumer met the objective(s) in their service plan.

The Closure Status was obtained for all transitioning individuals who responded. Closure Type 26 can be thought of as a “successful” closure and Statuses 08, 28, and 30 usually represent an “unsuccessful” closure. In this sample, 52% of the responses were received from consumers who successfully completed their rehabilitation program (Status 26) and 48% were closed as unsuccessful.

STATUS	RESPONDENTS	% OF TOTAL
26 (Successful)	51	52%
28 (Unsuccessful)	33	33%
30 (Unsuccessful)	9	9%
08 (Unsuccessful)	6	6%



There were 84 transitioning youth responses to the item about work status. Of these, 51% indicated they are working, 24% are looking for work, 17% are in school/training, and 7% reported that they are unable to work, and 1% reported that they don't want to work. Thus, 75% of this sample were either working or looking for work at the time they completed the survey.

CONSUMERS BY REPORTED WORK STATUS:

WORK STATUS	CONSUMERS	PERCENT
Working	43	51%
In School / Training	20	24%
Unable to Work	14	17%
Job Seeking	6	7%
Don't Want to Work	1	1%
TOTAL	84	100%





2017 SATISFACTION SURVEY (CONTINUED)

NON TRANSITIONING YOUTH

The number and percent of non-transitioning consumers by West Virginia DRS District:

DISTRICT	NUMBER OF RESPONSES	PERCENT OF TOTAL RESPONSES
District 1	67	24%
District 2	40	14%
District 3	47	17%
District 4	55	20%
District 5	33	12%
District 6	40	14%



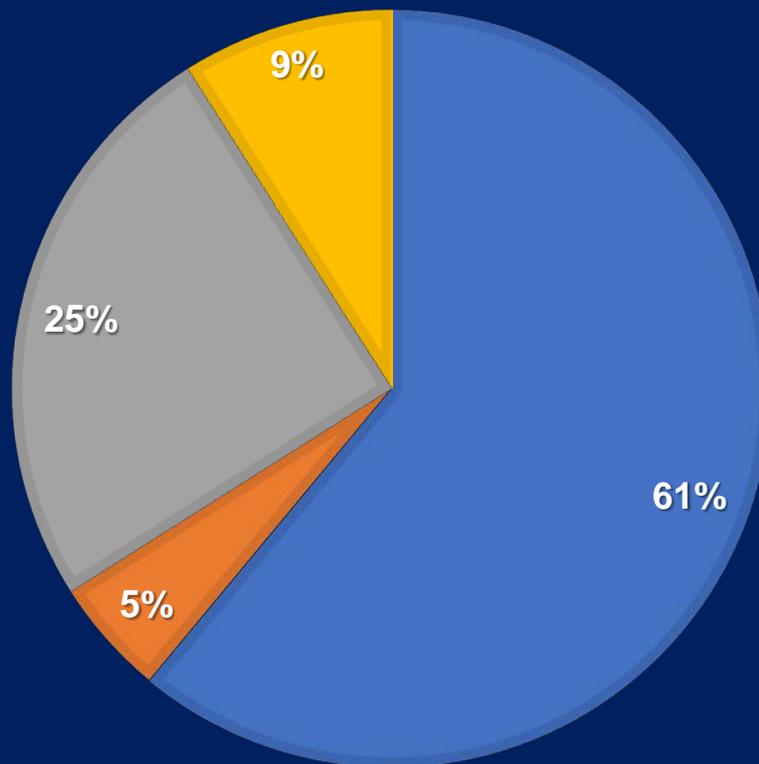
2017 SATISFACTION SURVEY (CONTINUED)

The percentage of non-transitioning consumers were asked to indicate their disability:

TYPE OF DISABILITY	RESPONDENTS	PERCENT
Sensory	79	34%
Cognitive	28	12%
Mental Health	24	16%
Motor	23	10%
ADD / ADHD	18	8%
Asperger's/Autism Spectrum	12	5%
Cardiac / Respiratory	6	3%
Various	42	18%
TOTAL	232	100%

The Closure Status was obtained for each of the 282 of the 284 surveys that were returned. One survey was damaged in the mail so that the status code was not readable, and 1 individual crossed out the coding at the top of the survey. Closure Type 26 can be thought of as a “successful” closure and the other categories represent “unsuccessful” closures. In this sample, 61% (171) of the responses were received from consumers who successfully completed their rehabilitation plan (Status 26), 5% (15) were from those in Status 08, 25% (71) from those in Status 28, and 9% (25) from those in closure Status 30.

■ Status 26 ■ Status 08 ■ Status 28 ■ Status 30



The respondents were asked to indicate the age group to which they belong. There were 258 responses to this question. Of these, 30% indicated their age as less than 25 years old. About 24% were in the 25 to 50 age group, 40% were between 51 to 70 old, and 6% were more than 70 years of age. There were 96 consumers whose surveys were coded as “transitioning youth.” It seems plausible that several of those consumers entered the rehabilitation system as youth (age less than 24), but after several years in the program are now older than 24.

AGE	CONSUMERS	PERCENT
Less than 25	77	30%
Between 25 to 50	62	24%
Between 51 to 70	104	40%
Over 70	15	6%

2017 SATISFACTION SURVEY (CONTINUED)

There were 243 responses to the item about work status. Of these, about 65% reported that they were working at the time of the survey, 14% were looking for work, about 9% said they were unable to work, 7% were in school or training 5% reported that they were retired, and 2 people (less than 1% of the sample) said that they don't want to work.

WORK STATUS	CONSUMERS	PERCENT
In School / Training	17	7%
Working	158	65%
Looking for Work	34	14%
Unable to Work	21	9%
Don't Want Work	2	1%
Retired	11	5%
TOTAL	243	100%

Overall, this year, 384 people responded to this survey. They represented each of the six districts of West Virginia and 47 of the 55 counties in the state. Respondents were asked about their disabling condition. The type of disability most often reported was sensory (34%) with most reporting a hearing-related impairment. This year, reports of Cognitive impairments were the second most-often seen disability at 12% of the sample. Motor-related disabilities represented about 10% of the sample as did Mental Health related disabilities. ADD/ADHD were reported by 8% of the sample, Asperger's/Autism were 5%, Cardiac/Respiratory were 3%, and Various/Other disabilities represented 18% of the sample (for those who reported their disabling condition). The Various/Other category included disabilities such as migraines; narcolepsy; seizures; sleep apnea and allergies; and Type I Diabetes.

This year's responses, overall, are consistent with the reported satisfaction of the previous year. The mean rating across the ten satisfaction items is 76% for this year and last year. However, there were 4 percentage points fewer responders who were in the "successful" or Status 26 closure group this year with an



2017 SATISFACTION SURVEY (CONTINUED)

18% drop over the past two years. In 2014-15, 79% of the sample were in Status 26. Last year, 65% of this sample were closed successfully. This year, only 61% of the sample were closed in Status 26. Historically, those in the Status 26 group report markedly higher satisfaction with services than all other groups. This difference in status may be one contributor to the lower levels of reported satisfaction for last year and this year.

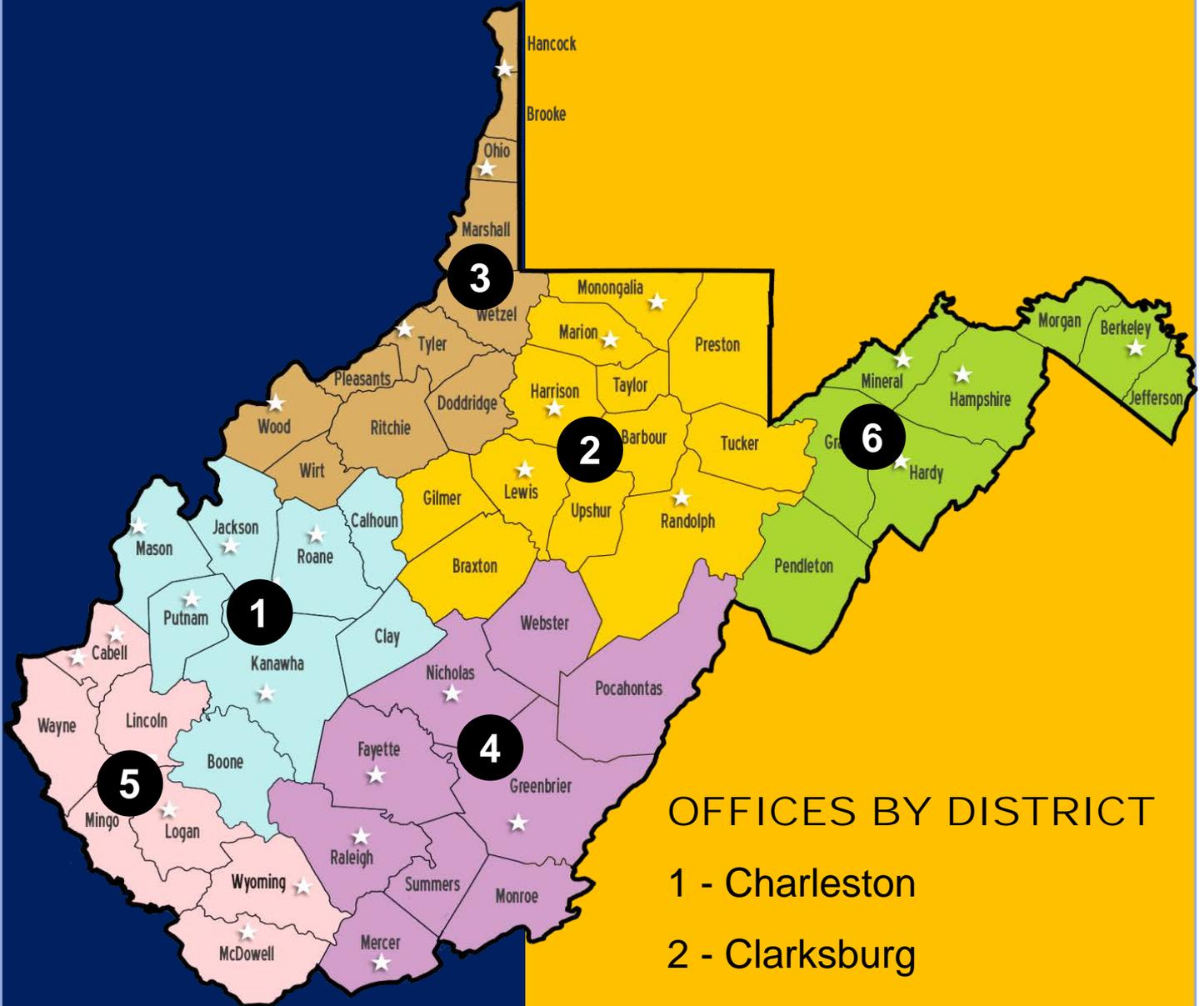
The Transitioning Youth responses were generally lower than the responses from the whole sample with a mean across the 10 items of 66%. This contrasts with a mean of 76% satisfaction across all the items for the whole group and a mean of 82% reported satisfaction for those over the age of 25.

The number of people who reported that they were given specific information about their rights (or at least 1 right) as a client was a little higher in the sample (80%) than the previous sample (77%). Consumers who reported that their rights were explained, most often were told about their right to “Participate in developing my rehabilitation plan” (90%). Consumers reported that they were least often told about their rights to request another counselor (48%) and to contact the Client Assistance Program for help in resolving differences (45%). These findings are nearly identical to the previous survey responses.

There were 190 responses regarding the question of “How could the Division of Rehabilitation improve services?” Of these, 75 people said that no improvements were needed (e.g., None, No improvements needed, Everything went well, None that I can think of).

There were 91 suggestions for improvements. These comments could be categorized as Communication, Services, Policy, Counselor/Staffing Issues, Advertising, and Other Issues. There were also comments that contained criticisms, explanations, or praise.

WV DRS District Map



OFFICES BY DISTRICT

- 1 - Charleston
- 2 - Clarksburg
- 3 - Wheeling
- 4 - Beckley
- 5 - Huntington
- 6 - Martinsburg

WV DRS OFFICES

DRS Administrative Offices
107 Capitol Street
Charleston, WV 25301
304-356-2060 or 800-642-8207

Beckley District
800 New River Town Center
Beckley, WV 25801
304-256-6900

Cabell Midland HS DRS Office
2300 U.S. Route 60 East
Ona, WV 25545
304-743-7496

Charleston District
4701 MacCorkle Avenue, SE
Charleston, WV 25304
304-356-2371

Disability Determination-Charleston
500 Quarrier Street, Suite 500
Charleston, WV 25301
304-343-5055

Disability Determination-Clarksburg
320 West Pike Street, Suite 120
Clarksburg, WV 26301
304-624-0200

Clarksburg District
153 West Main Street, Suite F
Clarksburg, WV 26301-2963
304-625-6044

Elkins Branch Office
1025 North Randolph Avenue
Elkins, WV 26241
304-637-0205

Fairmont Branch Office
416 Adams Street, Suite 240
Fairmont, WV 26554-3106
304-367-2714

Huntington District
2699 Park Avenue, Suite 200
Huntington, WV 25704
304-528-5585

Huntington High School DRS Office
Highlander Way
Huntington, WV 25701
304-528-6511

Keyser Branch Office
67 North Tornado Way
Keyser, WV 26726
304-788-2313

Lewisburg Branch Office
3293 Jefferson Street N., Suite 105
Lewisburg, WV 24901-5733
304-647-7515

Logan Branch Office
P.O. Box 896
Logan, WV 25601
304-792-7060

Marshall University DRS Office
1 John Marshall Dr., 113 Prichard Hall
Huntington, WV 25755
304-696-2394

Martinsburg District
489 Mid Atlantic Parkway, Suite 2
Martinsburg, WV 25404
304-267-0005

Moorefield Branch Office
151 Robert C. Byrd Ind. Pk Rd, Suite 3
Moorefield, WV 26836
304-538-2701

Morgantown Branch Office
Sabraton Plaza, 1415 Earl Core Road
Morgantown, WV 26505
304-285-3155

Mullens Branch Office
316 Howard Avenue
Mullens, WV 25882
304-294-5653

Oak Hill Branch Office
549 Mall Road
Oak Hill, WV 25901
304-465-3025

Parkersburg Branch Office
State Office Building, 400 5th Street
Parkersburg, WV 26101
304-420-4580

Parkersburg South HS DRSI Office
1511 Blizzard Drive, Room 3108
Parkersburg, WV 26101
304-420-4916

Point Pleasant Branch Office
2807 Jackson Avenue, Suite 200
Point Pleasant, WV 25550
304-675-0867

Princeton Branch Office
195 Davis Street
Princeton, WV 24739
304-425-1256

Putnam County Branch Office
Work Force Building, Space #20
Putnam Village
Hurricane, WV 25526
304-767-0819

Rehab Tech Department – North
5000 Greenbag Road F14 and F15
Morgantown, WV 26501
304-285-3163

Rehabilitation Programs
10 McJunkin Road
Nitro, WV 25143
304-760-7166

Ripley Branch Office
206 Stone Drive
Ripley, WV 25271
304-373-0313

Romney Branch Office
P.O. Box 943
Romney, WV 26757
304-822-3957

Sistersville Branch Office
714 Wells Street
Sistersville, WV 26175
304-652-2354

Spencer Branch Office
321 Market Street
Spencer, WV 25276
304-927-0954

Summersville Branch Office
830 Northside Drive, Suite 113
Summersville, WV 26651
304-872-0813

Teays Valley Branch Office
115 Liberty Square
Hurricane, WV 25526
304-760-7082

Weirton Branch Office
100 Municipal Plaza, Suite 200
Weirton, WV 26062
304-723-5311

Welch Branch Office
110 Park Avenue, Suite 200
Welch, WV 24801
304-436-3175

Weston Branch Office
306 Market Place Mall
Weston, WV 26452
304-269-0547

Wheeling District
1324 Chapline Street, Suite 200
Wheeling, WV 26003
304-238-1092



NCSRC



National Coalition of State Rehabilitation Councils Inc

National Coalition of State Rehabilitation Councils (NCSRC)

In November 2005, a handful of people affiliated with their State Rehabilitation Councils (SRC) shared lunch during the Council of State Administrators of Vocational Rehabilitation (CSAVR) Conference in San Diego, California. The group began considering the benefits and drawbacks of establishing a national organization. Those present were not elite, some were Governor-appointed volunteers serving on their respective Councils; others were staff with the sole responsibility of working for a Council while some were agency staff assigned to provide support to their respective SRC.

There was also diversity in the structure of those Councils – those who were well-resourced while others had no budget. The various states and territories included representation from agencies with Blind and general programs as well as those with combined programs. Despite the notable differences, there was a great deal in common.

That common ground and the power of the collective potential is what led a motivated core of individuals to move forward from brainstorming to organizing. A national Steering Committee was formed and with the support of the Rehabilitation Services Administration (RSA) has convened regular national conference calls of the SRCs on a bi-monthly basis. In addition, the Steering Committee meets on a regular basis to further the structure and development of the NCSRC.

For the past several years prior to each CSAVR Conference in the spring and fall, the NCSRC has been providing two (2) full days of training for Council members to become more educated, opportunity to network with other states, given outlines of detailed responsibilities and the tools needed to have an effective Council. Attendees offer topics areas in which they would desire more training during conference calls and at each training.

NCSRC continued

The Saturday SRC sessions are geared toward basic responsibilities of the Council and how to achieve the requirements as in the law. The sessions may focus on strategic planning that may include the drafting of the mission and vision statements, core values, policies and bylaws.

Sunday sessions deal with organizational documents along with the strategic plan goals, understanding the differences in SRCs, forming intricate links for ongoing supports and activities. The day normally includes meeting with the RSA Commissioner and the CEO of CSAVR and/or their staff to give the SRCs up-to-date information about VR and the impact the SRCs should have.

The result has seen a much firmer foundation which positions SRCs to be more effective within their respective states and territories and as a national entity. Through these trainings opportunities, SRCs are instructed on their role, obligations and mandates. The people attending help to bridge relationships with other SRCs forming strong peer support, create a strong united voice and access to ongoing information pertinent to their Council.

The NCSRC is now a 501(c)(3). This allows additional training and opportunities for the Coalition. The NCSRC encourages all states to sign the NCSRC Resolution to enrich their Council further. For more information: National Coalition of State Rehabilitation Councils (NCSRC) or www.ncsrc.net.

NCSRC MISSION:

On behalf of people with disabilities, our national membership coalition will advocate for and work in partnership with the national public vocational rehabilitation system's continual quest for excellence.

NCSRC VISION:

NCSRC will be the premiere national organization of the consumer voice to enhance the employment opportunities of persons with disabilities through the public vocational rehabilitation system.



NCSRC CORE VALUES

INTEGRITY - We are honest and straightforward in all that we do. We treat everyone with dignity and respect. We act responsibly with resources entrusted to us. We are accountable and act in accordance with these values.

COMMITMENT – We support the full implementation and enforcement of disability non – discrimination laws, particularly the Rehabilitation Act of 1973, as amended and the American with Disabilities Act of 1990.

EXCELLENCE – We trust that customers of public vocational rehabilitation will be empowered to make choices which lead to ultimate independence.

ADVOCACY – We will work to educate and inform the public and government policy makers regarding issues affecting people with disabilities

DIVERSITY – We will uphold a broad definition of diversity that honors and appreciates disability alongside race, ethnicity, gender, age, sexual orientation, and religion as an integral part of the human experience.

LEADERSHIP – We will foster leadership among people with disabilities that upholds excellence, quality and inclusive opportunities.



WVSRC MEMBER ROSTER 2016 - 2017

Sherry A. Taylor, Executive Director
Hurricane, West Virginia

EXECUTIVE COMMITTEE

Robert Gray, Chairperson
Charleston, West Virginia

Cindy Tucker, Vice Chairperson
Lewisburg, West Virginia

Janet Lintala, Secretary
Beckley, West Virginia

Ray Morton, Treasurer
Beckley, West Virginia

Scott Gossard, Past Chair
Petersburg, West Virginia

MEMBERS

Marijane Waldron, WV DRS Director
Huntington, West Virginia

Alyce Almond
Daniels, West Virginia

Eric Arnold
Charleston, West Virginia

Cheri Bever
Hurricane, West Virginia

Sherry Breeden
Charleston, West Virginia

Michael Casey
Elkview, West Virginia

Sheryl Elkins
Oak Hill, West Virginia

Dawn Embrey-King
Charleston, West Virginia

Dr. Gregory Epps
Morgantown, West Virginia

Ginny Gattlieb
Charleston, West Virginia

Beverley Jones, SILC Chair
Hurricane, West Virginia

Brenda Lamkin
Buckhannon, West Virginia

Deborah Wanzer
White Sulphur Springs, West Virginia

Shawna White
Charleston, West Virginia

Ray Woods
Saint Albans, West Virginia

Rich Ward
WV DRS Liaison
Spenser, West Virginia

WVSRC COUNCIL QUOTES

ANNUAL REPORT 2016 - 2017



It is important for me to serve on the SRC because I am able to deliver important information regarding our counselors' work and how the positives impact individuals with disabilities in the workforce.

ALYCE ALMOND, BECKLEY WV



As a product of the WV DRS, PASS, Medicaid Aged/Disabled Waiver and now Medicaid-Work Incentive Network programs, it is a tremendous honor to serve on the WV SRC. I feel strongly positioned as a success in our State's network, an individual overcoming Muscular Dystrophy (SMA-II) and as a socially-active attorney in Charleston.

ERIC ARNOLD, CHARLESTON WV



I am both excited and humbled to serve on the SRC with a group of people so dedicated to navigating through challenges to secure opportunities for West Virginians with disabilities. The heart of our mission is connecting people to jobs, giving dignity to the people we serve while strengthening our economy and our communities.

CHERI BEVER, HURRICANE WV



Before I became an SRC member, I had no idea what an asset the DRS is to West Virginia. I am proud to be involved with this great group of dedicated people.

SHERRY BREEDEN, CHARLESTON WV



It is my pleasure to serve on the Council for such a valuable agency. DRS excels in providing opportunities and resources for individuals to become full, contributing members of society. This is a valuable resource for our State.

MICHAEL CASEY, ELKVIEW WV



I feel the being able to be on this committee will help me to help my son when he may need help from the Vocational Rehabilitation Services that are offered. I enjoy learning about what all is involved with the Vocational Rehabilitation.

SHERYL ELKINS, OAK HILL WV



The diverse members of the SRC and SRC activities promote meaningful participation for individuals with disabilities in the areas of living, lifelong learning and work. Building the linkages between school staff and adult agencies is essential to my role at the WVDE.

DAWN EMBRY KING, CHARLESTON WV



It continues to be an honor to serve as a member of the WVSRC. It is a pleasure to work with so many talented and accomplished individuals who truly care about the citizens of this state and are committed to the providing opportunities for all to achieve their goals of others.

GREGORY EPPS, MORGANTOWN WV



This is a fantastic group of positive people. They work hard and are very dedicated to improving the life of people with disabilities, by assisting in finding meaningful jobs and careers. I greatly respect and enjoy being a part of the WVSRC!

GINNY GATTLIEB, CHARLESTON WV



I have served on many boards and councils over the years. Several of which gave me no gratification in making a difference to individuals in my community. My service on the SRC; however, does give me immense satisfaction that our contribution does impact service to disadvantaged citizens of our great State.

SCOTT GOSSARD, PETERSBURG WV

WVSRC COUNCIL QUOTES

ANNUAL REPORT 2016 - 2017



I am proud and grateful to have served as Chairman of the SRC for the past two years. I am even prouder of the relationship between the SRC and WV DRS. What I am most proud of is the work done to improve the lives of all West Virginians.

ROBERT GRAY, SO. CHARLESTON WV



It's both a privilege and honor to represent the WVSILC on this Council and collaborating to improve the lives of people with disabilities through employment and Independent Living. I have gained much knowledge from this experience.

BEVERLY JONES, HURRICANE WV



I am pleased to be a member of the SRC, representing the WV Parent Training Center. It is an exciting and learning time to be part of the Council to see youth/individuals with disabilities meeting their vocational goals and dreams.

BRENDA LAMKIN, BUCKANNON WV



I love serving on such a diverse and dynamic Council helping to eliminate barriers to employment for individuals with disabilities.

JANET LINTALA, BECKLEY WV



As a disabled person myself, I have been given the opportunity to function as a productive person. My work on the SRC allows me to give back and help DRS advance others opportunity for meaningful work.

RAY MORTON, BECKLEY WV



My participation on the SRC has allowed me to stay up-to-date on the issues that impact individuals with disabilities. It is also an opportunity to have input into policy development for DRS.

CINDY TUCKER, LEWISBURG, WV



It has been a rewarding opportunity to serve on the SRC to assist in the development and improvement of rehabilitation services for WV citizens with disabilities.

DEBORAH WANZER, WHITE SULPER SPRINGS, WV



Serving as the Division of Rehabilitation Services liaison to the SRC is an honor. It is important to do everything we can to empower individuals with disabilities.

RICH WARD, SPENCER WV



Even as a newer member of the WV SRC, I already see the positive impact the strong relationship between WV DRS and WV SRC has had on improving the lives of persons with a disability.

SHAWNA WHITE, CHARLESTON WV



My service on the SRC has shown that West Virginia is a national leader in services and programs for people with disabilities.

RAY WOODS, ST. ALBANS WV



STUDENT ESSAY WINNER

Lindsey Beane

“The barriers for people with disabilities in my community and how I can make a difference.”

Have you ever stopped and thought about what it would be like to not be able to walk? What would it be like to struggle to speak to others in everyday life or perform simple tasks? How would you feel if your family member struggled with a disability and your only wish was for other people to see them as you do – a happy, loving soul who is just like you and me?

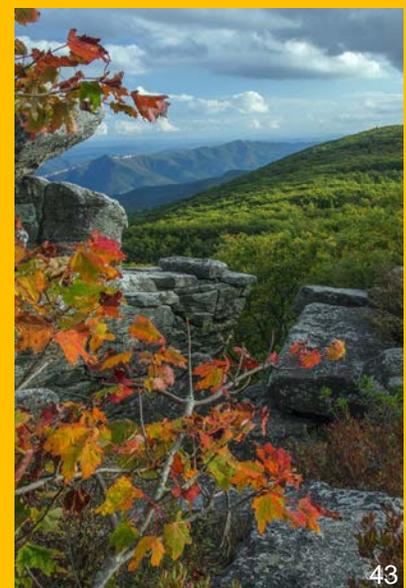
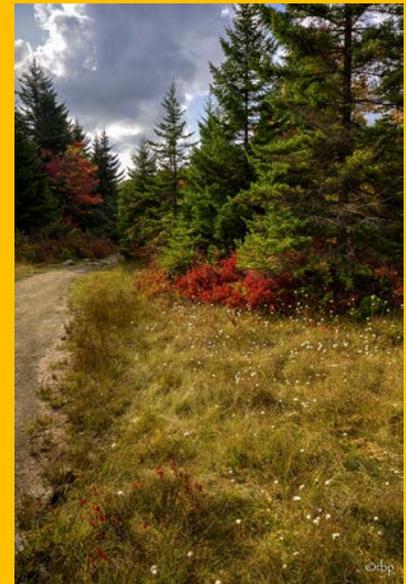
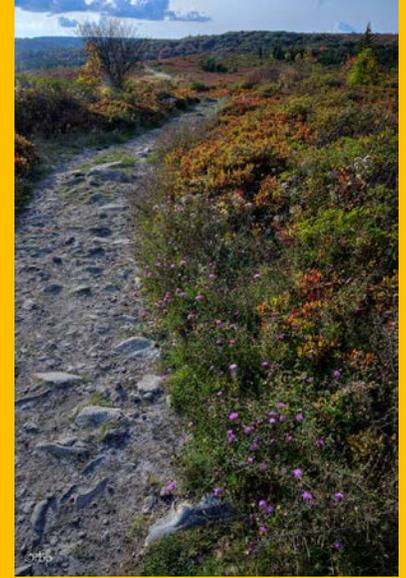
I have a close friend named Anthony. As we spent time together, I would see others treat him differently. From subtle stares to blatant ridicule, I could see they saw him for his disability. They judged from a place of unknowing and fear, as their words and behavior revealed their hurtful thoughts. I wanted people to see Anthony like I see Anthony. He is my friend who still loves to watch Sponge Bob with me, because you are never really too old for Sponge Bob. Anthony always keeps a smile on your face with his humor and wit. You never know what he is going to say next, but Anthony always knows what to say. I saw the effect it had on him when people would stare because his walk is different or would make fun of him because he sometimes likes to rock back and forth. As much as it upset me to watch that happen to my friend, I know it hurt him more. I wanted to do something that would make a difference, not only for Anthony, but others in my community who have a disability. Anthony and my other friends who have been diagnosed with a physical or mental disability do not deserve to hear the words “crazy” and “psycho” in the hallways of my school. How could I make a difference in my community? I started my research around disability rights issues and found my passion. I could advocate for Anthony and others by encouraging my peers to treat everyone with respect.

Words are powerful; they can hurt and they often do. The language a society uses shapes their ideas and beliefs, so I learned the concept of “People First Language.” People First Language is a method of communication that shows we see the person before their disability. For example, you would never use hurtful words such as “sped” or “crippled” and you would not say things like “that autistic boy.” Instead you call the person by their name. You do not use the disability to describe the person. People First Language is the first step toward eliminating hurtful stereotypes and the devaluing of a person with a disability. Robert M. Hensel, disability advocate and Guinness World Record holder for the longest wheelchair wheelie, said, “There is no greater disability in society than the inability to see a person as more.” This is why I believe the best way for me to knock down the barriers in my community is to fight the stigma of disability and to make sure we value everyone as individuals with gifts unique to each of us.

People with disabilities face stereotypes, prejudices, and injustices each and every day. For the past two years, I participated in Disability Awareness Day at the West Virginia State Legislature with a focus on promoting the use of People First Language. I was overjoyed when the West Virginia Legislature passed House Bill 2797 one of the items I advocated for on Disability Awareness Day. This bill changed all West Virginia law by removing the term “retarded” from state code. When the bill was signed into law on March 25, 2015, I knew I had made at least a small difference by educating my fellow West Virginians and spreading the importance of People First Language. When I returned as a student advocate for the 2016 Disability Awareness Day, I set my table up just outside the Senate chambers to access as many lawmakers as possible. I focused on advocating for adding a requirement to state code that People First Language be taught in West Virginia schools as a part of Disability Awareness Week. I was able to provide lawmakers and everyone I spoke to with an awareness wristband that promotes People First Language with the slogan, “Defy Disability: Put People First.”

I believe it is crucially important to educate both my peers and elementary age children about the importance of People First Language. The greatest strides for change often occur when children learn belief systems that respect and include everyone. I have had the opportunity to go into elementary and middle school classrooms to teach students about People First Language and the importance of putting the person before the disability. I was fortunate to request and receive interactive brochures from the Developmental Disabilities Council that promote the use of People First Language to hand out in my community. When those were depleted, I developed my own interactive presentation about the use of People First Language that definitely kept the interest of the classroom. As I left, I always gave every student one of the, “Defy Disability: Put People First,” awareness wristbands. I have discovered that these wristbands are very effective in not only promoting people first language, but also provide the opportunity for continued education about People First Language. I have distributed over 1000 wristbands while promoting the use of People First Language and know that they have led to conversations with those who see them.

My wish is for our culture to progress with the understanding that people have exceptionalities, not disabilities. As I go to college next year, I want to continue learning about the struggles that people living with disabilities face so that I can continue to advocate for kids like Anthony. Everyone has gifts to offer, and we have to look past the labels set by society and promote everyone’s abilities, putting people first.



Joining the SRC

The Council is made up of a minimum of fifteen (15) members and no more than twenty-six (26) members, comprised of both voting and non-voting (ex-officio) status. The majority of our members must be persons who self-identify as having or represent someone with a disability. The membership *must* include representatives from the following:

- Disability and advocacy organizations
- Business, industry, and labor
- Community rehabilitation service providers
- Client Assistance Program
- Vocational Rehabilitation/Visual Services Counselors
- Current or former consumer of DRS Services
- Parent Training Information Center
- State Board of Education
- State Workforce Investment Board
- Statewide Independent Living Council
- Director of DRS

According to the law, there must be this balance to reflect our State's diversity. The Council continuously accepts applications for membership from interested citizens. Those applications which meet the specific areas required are reviewed by the Council and then forwarded to the Governor's Office for appointment. Members of the Council serve at the will and pleasure of the Governor of West Virginia. Members may not be employed by WV SRC or the State of West Virginia.

Members may serve no more than two (2) consecutive three (3) year terms. Attendance at the meetings is expected. If a member has two (2) consecutive absences, a letter of explanation may be requested, and resignation may follow. The Council meets six (6) times a year. The February meeting is a conference call because of the possibility of inclement weather. There are various committees of the Council which may require additional time spent on those specific functions.

Members will receive reimbursement for approved reasonable and necessary Council expenses as needed to support their active participation at business meetings and other related functions. This may include travel, meals, lodging, registration for meetings and personal assistance services.

Applications are due to the WV SRC by May 31st yearly. Anyone meeting the required areas for membership, may fill out the attached form or request an application by contacting the WV SRC office at (304) 356-2089 or (800) 642-6207 or email sherry.a.taylor@wv.gov for more information.

WEST VIRGINIA STATE REHABILITATION COUNCIL
Section 105 (a) of the Rehabilitation Act of 1998, as amended

Nomination for Gubernatorial Appointment

Name _____

Address _____

City _____ County _____ State _____ Zip _____

Day Phone # _____ Evening Phone # _____ Cell Phone # _____

Fax # _____ Email Address _____

***My disability is:** _____ ***Sex** _____ ***Race** _____

****This information is voluntary and is requested only to assist the nominating committee in ensuring diversity on the Council.***

The Rehabilitation Act requires that individuals with disabilities who are not employees of the Division comprise at least a majority of the Council membership.

While the disclosure of a disability is not mandatory, it is very helpful in the selection process. Under the Rehabilitation Act, the following definition of "an individual with a disability" applies for purposes of disclosure ~ "any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, or has record of such impairment, or is regarded as having such an impairment."

Members of Council mandated for appointment by the Governor that are subject to the nomination process are listed below. Please check all that apply:

- Representative of a parent training and information center
- Representative of a community rehabilitation service provider
- Individual representing:
 - business
 - industry
 - labor
- Representative of disability advocacy groups representing a cross-section of:
 - Individuals with physical, cognitive, sensory and mental disabilities
 - A representative of an individual who has difficulty in representing themselves or is unable due to their disability to represent themselves
- Individual who is a current or former applicant of, or recipient of Vocational Rehabilitation
- Representative of the State Workforce Investment Board
- Other (please explain) _____

Experience & Qualifications (you may attach sheet with additional information):

I am interested in serving on the Council because:

References:

Name	Address/Organization	Daytime/Cell Phone
<hr/>		
<hr/>		
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APPLICATIONS MUST BE RECEIVED BY MAY 31

Questions regarding the Council or the application process may be directed to:

WV State Rehabilitation Council
P. O. Box 445
Institute, West Virginia 25112-0445

You may contact us at:
Telephone: (304) 356-2089 or 1-800-642-8207
Fax: (681) 235-2162
Email: sherry.a.taylor@wv.gov

I certify that the information I have given in this application is true and accurate to the best of my knowledge:

Signature

Date



Front row:

Cindy Tucker and Eric Arnold

Second row:

Ray Morton, Janet Lintala, Bob Gray,
Sherry Taylor, Scott Gossard, Deb Wanzer
and Ray Woods

On stairs:

Michael Meadows, Margie Diekmann Fiesler, Debbie Lovely, Mary Pat Farrell,
Jennifer Holland, Cheri Bever, Sherry Breeden and Michael Casey

Absent: Alyce Almond, Sheryl Elkins, Greg Epps, Ginny Gattlieb, Nancy Hollingsworth,
Cathy Hutchinson, Brenda Lamkin, Linda Maniak, Megan Pigott and Marijane Waldron



Dolly Sods



Our annual report features photos of Dolly Sods, West Virginia - a high elevation wind-swept plain on the Allegheny Plateau. At elevations of 2,600 to over 4,000 feet, the area has extensive flat rocky plains, shrub barrens, grass balds, upland bogs, red spruce and northern hardwood forests, beaver ponds, and sweeping vistas.

Photography by Rick Burgess

Office Location:
107 Capitol Street
Charleston, WV 25301

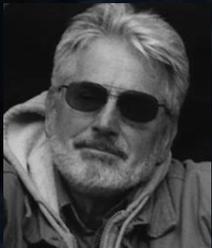
Mailing Address:
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“Clients are Reaching New Heights in West Virginia”

2016 – 2017 ANNUAL REPORT