



**West Virginia**

**SRC**

**State Rehabilitation Council**

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*"Country Roads Take Me Home"*

**2013 - 2014 ANNUAL REPORT**

*“Country Roads Take Me Home”*



# *In Memory of Barbara Judy*

1932 - 2014

In 2001 I met an amazing lady ~ Barbara Judy. Having been in the disability network for many years, I had repeatedly heard her name as one of the most respected people who championed her energy for the rights of people of disabilities, not only in West Virginia, but nationally and internationally.

Barb's accomplishments have been so impressive. She was never one to boast, but everyone knew she was the person with the answers. People respected her for her character, demeanor, drive and wisdom. She knew firsthand about living with a disability, but this never slowed her ~ if anything this fueled her passion.



She believed in empowering people, making sure voices were heard and results were expected. Her contributions in changing the lives of those she stood for were undaunted and are unchallenged. Her voice was powerful, her smile contagious.

Barb's legacy will continue to create change for fairness, opportunity and eliminating barriers for people with disabilities for many years to come. Her appointment as "Patriot from West Virginia by the President's Committee on the Employment of People with Disabilities" was a fitting award and truly characterized who she was.

Barb was a teacher at heart. She was the first person asked to be a member of the WV SRC and established a strong focused organization. As her colleague, admirer and friend, the inspiration and courage she has left for us is her true gift and legacy. West Virginia has without a doubt lost a wonderful lady, advocate, spokesperson and visionary.

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"Country Roads Take Me Home"



## A Message from the Executive Director ~

As my journey with the WV SRC continues to lead me to new experiences, I am amazed by the wonderful people I have met along the way. I am even more astonished to look back to see our Council's many accomplishments and opportunities. Knowing that the work of the WV SRC has been instrumental in helping change the lives of West Virginians with disabilities is gratifying in many ways.

The West Virginia Division of Rehabilitation Services (WV DRS) has become a nationally recognized pacesetter in meeting their goals and standards. To share in this triumph is most rewarding. WV is demonstrating that we are achieving awareness that people with disabilities *are* positive, contributing members in our communities and we are here to help with the supports and motivation they need be successful.

The continuing challenge of the SRC and WV DRS is to understand and recognize the obstacles individuals face daily and help them in transforming their road to success. Together, we are striving to ensure the best services, programs and training for those seeking their assistance. Educating our youth with disabilities about the prospects and opportunities to help shape their future is paramount and WV DRS is beginning that envelopment early in their lives.

The enthusiasm and eagerness of our Council seems boundless. Members are untiring in their efforts to be more informed, to educate others and their desire to help strengthen the agency and Council. What each of them brings individually to our Council is invaluable.

Looking forward and at what is yet to come is a challenge. But, what a unique opportunity we have had and will continue to have. Regardless of the road we take, the SRC and WV DRS will continue to have a strong, ever growing partnership. We are dedicated to fulfilling our united missions and visions, sharing in the belief the WV DRS staff will help guide each person we service to discover their individuality, strongest potential and reaching their own highest expectations.



Sincerely,

A handwritten signature in black ink that reads "Sherry A. Taylor". The signature is written in a cursive style.

Sherry A. Taylor  
Executive Director



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

Administrative Offices • 107 Capitol Street • Charleston, West Virginia • 25301-2609  
Phone: 304-356-2060 • Fax: 304-558-1421 • Toll-Free: 1-800-642-8207 • [www.wvdrs.org](http://www.wvdrs.org)



Dear Friends of the State Rehabilitation Council:

On behalf of the West Virginia Division of Rehabilitation Services (DRS), I am grateful for the State Rehabilitation Council's strong commitment to working with DRS and its administration to meet the employment needs of West Virginians with Disabilities.

With dedication to service, each Council member brings unique experience to our collaborative partnership and those experiences ultimately benefit individuals with disabilities by helping to remove barriers to employment.

DRS provided essential vocational rehabilitation services to 14,554 West Virginians with disabilities. This assistance enabled 2,589 of these individuals to enter employment or maintain their current vocation during the fiscal year 2014.

With a vigilant commitment to establishing essential goals and monitoring ongoing performance, the partnership between DRS and the Council continues to empower those individuals served 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,

A handwritten signature in blue ink that reads "Donna L. Ashworth".

Donna L. Ashworth  
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 include 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 PURPOSE

The West Virginia State Rehabilitation Council (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 SRC advises 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 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; and
- Serves on the Policy Consultation Group.

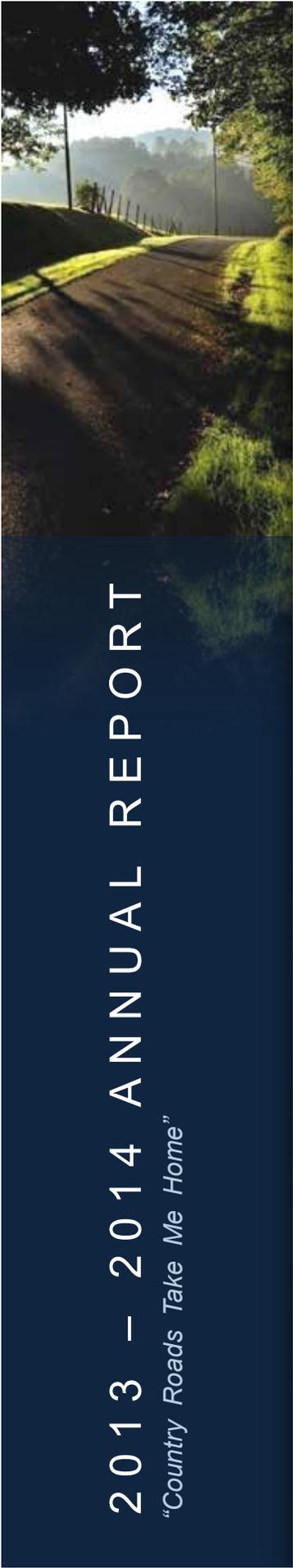
The Council assists in the preparation of the State Plan for Vocational Rehabilitation, amendments to the plan, applications, reports, needs assessments and evaluations, including those necessary for WV DRS to satisfy the requirements of developing a “comprehensive system of personal development” and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

Responsibilities include reviewing and analyzing the effectiveness of consumer satisfaction with WV DRS agency functions, vocational rehabilitation programs and the employment outcomes achieved by individuals eligible for those services. This information is assembled by an independent consultant and provided to the agency. The data is posted on the agency and 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 also disseminated to SRC’s throughout the U.S., territories and other elected state representatives. This is available on the agency and SRC websites, as well as the general public.

The SRC coordinates various activities with other councils, such as the West Virginia Statewide Independent Living Council (WVSILC), the West Virginia Developmental Disability Council (WVDDC), the WV Workforce Investment Board, Fair Shake and the Consumer Affairs Council (CAC) to assist in educating the public on pertinent issues.

Members of the Council and 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.



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## WHAT WE DO

One of the most important responsibilities of the SRC 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.

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

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 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 & SRC websites or upon request from the SRC office.

The SRC Executive Director serves as an active member of the WV DRS Executive Management Team and on various agency, statewide & national committees and task forces. The SRC Executive Director and other members of the Council are involved in the development, revision and implementation of policies for the agency. 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 with the WV DRS Administration.

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) and Council of State Administrators of Vocational Rehabilitation (CSAVR).

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

## ACCOMPLISHMENTS

- Council reviewed and amended Mission, Vision & Bylaws
- Council met six times during fiscal year
- Received State of the Agency presentations by WV DRS Director or their representative at each SRC meeting
- Council was provided up-to-date information at each Council meeting regarding agency performance and standards & indicators by VR staff
- Council made recommendations in writing for the WV DRS State Plan and received their plan of action for recommendations
- Members received various presentations by WV DRS staff for education such as Community Rehab Programs (CRP), Case Management Services & Programs, Transition Services, Policy Changes, Behavioral Health & Corrections Program, Visions and Bioptic Driving
- Continued partnering with the WV Statewide Independent Living Council (WV SILC) and WV DRS for the statewide Essay Contest on the impact of the Disability Movement for all WV high school seniors
- Serve on the WV DRS Policy Consultation Committee to assist in drafting, reviewing and amending agency policy
- Attended the WV Senate Finance and House Finance Committee budget meetings with WV DRS staff
- Provided guidance and suggestions on spending of stimulus funds (ARRA)
- Council members attended the Ability Works program in October, 2013
- Members received written annual financial compilation report by an independently contracted auditor
- Nominated new members and received their Gubernatorial appointments
- Submitted SRC Annual Report to Governor, Secretary of State, Rehabilitation Services Administration (RSA), legislature, members of Congress, all US states & territories and other individuals
- Council members asked to complete SRC online training module
- Updated and mailed the Consumer Satisfaction Survey to all closed VR cases
- The 2013 - 2014 Consumer Satisfaction Survey summary presented orally and in writing to Council members by consultant Dr. Denetta Dowler



*Lynnae Rutledge  
Former RSA Commissioner*

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## ACCOMPLISHMENTS (continued)

- Consumer Satisfaction Report posted on WV DRS website
- Council is an active, participating member of the National Coalition of State Rehabilitation Councils (NCSRC)
- Executive Director serves as Vice Chairperson of the NCSRC
- Executive Director serves on the National Steering Committee of the NCSRC representing Region 3
- Executive Director serves as the Region 3 Liaison
- As Vice Chair of NCSRC, Executive Director assists, facilitates, plans and participates in NCSRC nationally scheduled conference calls, Steering Committee meetings, spring and fall training and conferences
- Council members and SRC staff attend the spring and fall NCSRC and Council of State Administrators of Vocational Rehabilitation (CSAVR) conferences in Bethesda, Maryland and Denver, Colorado
- Joined WV DRS Director and VR staff for Capitol Hill visits in Washington, DC
- WV SILC and SRC held a joint meeting & drafted a joint plan of action which was facilitated by former RSA Commission Lynnae Ruttledge
- Council has representation on the Community Rehabilitation Programs (CRP) Advisory Committee
- Several members attended the annual CAC conference
- Council member facilitated communication between WV DRS and Construction Trades Apprenticeship Programs across WV
- Set up display and participated in annual Disability Advocacy Day in January at State Capitol



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## GOALS AND 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;
- Member of the West Virginia Division of Rehabilitation Services (DRS) Executive Management Team;
- Continue strong partnership with DRS management staff and personnel acting as an advocate, confidant and agency ambassador;
- Receive regular updates from agency Director on DRS' efforts to increase public awareness;
- Council to be educated and knowledgeable about services and programs within DRS;
- Serve as an active member of the DRS Policy Consultation Group;
- Maintain an active role in the National Coalition of the State Rehabilitation Council (NCSRC) participating on the national steering committee, attending state and national conferences to bring the information gained for the enrichment of the Council;
- Participate in the Council for State Vocational Rehabilitation Administrators (CSAVR);
- Disseminate consumer satisfaction surveys to all closed DRS cases;
- Have independently prepared compilation report provided electronically and verbally to Council members and designated VR staff;
- Conduct combined public forums with DRS and the West Virginia Statewide Independent Living Council (SILC) to education of the general public about DRS and the role(s) of the Council(s);
- Encourage Council members to become an active member of their local CAC;
- Use social media to publicize the annual report, website, public awareness events and other pertinent information; and
- Plan and collaborate a joint annual meeting with DRS and WV SILC.



## 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 2013 to August 2014 time period. The Council also wanted to examine the pattern of responses for transitioning youth and color coded the surveys so that youth could be identified. A total of 488 surveys were returned including 86 responses that were coded as being from transitioning youth. The report summarizes those responses and details the findings of the survey for the 2013-2014 program year. The surveys were sent to consumers from each of the following closure statuses:

- *Closure Status 08* means that the case was closed after the application process (no services were provided). (unsuccessful closure).
- *Closure Status 26* means that the case was closed after the consumer met the objective(s) in their service plan. (successful closure)
- *Closure Status 28* means that the case was closed after at least one service was provided. (unsuccessful closure)
- *Closure Status 30* means that the consumer was determined to be eligible for services, but none were provided. (unsuccessful closure)

**Demographic Information:** There were 488 people who responded to the survey. They represent each of the six districts of West Virginia and 50 of the 55 counties in the state. None of the responders indicated that they lived in Calhoun, Jackson, Doddridge, Webster, or Morgan County. Districts 2, 3, and 4 had the highest level of representation in this sample (21%, 20%, and 22% of responses, respectively). District 5 represented slightly less than 10% of the total responses.

Most of the 488 people who included age information were between 25 and 70 years of age (75%). When asked about their work status, 81% of responders reported that they are currently working, 6% were looking for work, 6% reported that they were unable to work, 4% were retired, and 3% were in school/training. No one indicated that they do not want to work (0%).

There were 86 surveys returned from respondents who are "Transitioning Youth." The respondents represent each of the six districts of West Virginia and 34 of the 55 counties in the state. Districts 3 and 4 had the highest level of representation in this sample (24% and 19% of responses, respectively). Districts 1, 2, and 6 each represented about 15% of the total responses, and District 5 had 11%.

Respondents were asked about their disabling condition. The type of disability most often reported was cognitive (48% of the sample). This differs from the larger sample of all VR clients, but seems reasonable since the major tasks of school students are cognitive activities.



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### CONSUMER SATISFACTION SURVEY continued

About 15% of the responders were in school at the time of the survey. Over 80% of responders were either working or looking for work.

**Satisfaction Items:** The responses, overall, indicate a somewhat lower level of satisfaction than the previous year's responses. There were, however, 4 percentage points fewer responders who were in the "successful" or Status 26 closure group this year. That is, 83% of the previous sample was in Status 26 as compared with 79% for this sample. Historically, those in the Status 26 group report markedly higher satisfaction with services than all other groups. This difference in the nature of the sample may be one contributor to the lower levels of reported satisfaction for this report. Each item was rated at or above 74% agreement with three of the thirteen items rated at 90% or more. According to the responses to the Likert-type items, 92% of the consumers reported that they Agree or Strongly Agree that "...their counselor treated them with respect." They also rated "...the accessibility of the DRS office" and "...your counselor," at 92% and 90% satisfaction.

With the Transitioning Youth there were three items rated at less than 70% agreement, "My counselor told me about job opportunities" (66%); "My DRS counselor helped me identify appropriate employment opportunities" (68%); "My DRS counselor and I developed a plan for employment" (69%). Overall, the ratings for this sample are lower than in the previous 2 years. Eighty percent or more agreed or strongly agreed that, they were treated with respect (86%) and that the office was accessible (80%).

**Rights Information:** Consistent with previous surveys, most (84%) of the consumers reported that they were given specific information about their rights (or at least 1 right) as a client. Consumers who reported that their rights were explained, most often were told about their right to "Participate in developing my rehabilitation plan" (88%). Consumers reported that they were least often told about their rights to request another counselor (40%) and to contact the Client Assistance Program for help in resolving differences (40%). These findings are nearly identical to the previous survey responses.

Most (90%) of the Transitioning Youth recalled that they were given specific information about their rights (or at least 1 right) as a client. Consumers indicated that they were most often made aware of their right to "Participate in developing my rehabilitation plan" (90%). They least often reported awareness of their rights to "Request another DRS counselor," (45%) and "Contact CAP for help in resolving differences" (43%).

**Helpful Services:** Consumers were asked which service they found most helpful. Of the 371 responses, 22 (6%) said they did not find any service helpful or that they had not received any services through DRS. Another 28 people (8%) reported that "All" the services were helpful. Others listed services that could be categorized as Access to Services, Counselor/Counseling Services, Education/Training Services, Employment-Related Services, Financial Assistance, Hearing-Related Services, Information, Medical Services, Transportation-Related Services, and Other/Various Services.

Consumers that were Transitioning Youth were asked which service they found most helpful. Of the 70 responses, 10 people said they did not find any service helpful. Another 4 people reported that "All" the services were helpful. Others reported that Education/Training Services, Employment Services, or "Other" Services were helpful.



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## **CONSUMER SATISFACTION SURVEY** continued

**Additional Service Needs:** When asked about needs that were not met by rehabilitation services, 271 of the 364 consumers who responded to this question reported they had no additional needs (74%).

Transitioning Youth were asked about needs that were not met by rehabilitation services, 34 of the 63 consumers who responded to this question reported they had no additional needs (54%). Other needs included education-related services, employment services, service information, and transportation.

**Improvements to DRS Services.** When asked to suggest things that DRS could do better, 182 of the 308 people who answered this question reported that the experience had been positive for them, they were grateful for the assistance, and/or that their counselor had been helpful. There were 126 suggestions for improvement. These suggestions most often involved improving access to services, improving communication between the counselor/staff and client, and concerns related to finding appropriate employment options.

In previous surveys, the Transitioning Youth sample reported lower levels of satisfaction with DRS services than the whole population of VR consumers who responded to the survey. This finding held true again in the most recent report. The satisfaction rating “mean of means” for the whole sample of VR consumers was 93% and the mean for this Transitioning Youth sample was only 75% (down from 90% last year). There is an importance to monitor the trends for satisfaction and use the comments from the consumers in order to obtain a more complete picture of VR services relative to the Transitioning Youth of West Virginia.



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## **West Virginia Division of Rehabilitation Services (WV DRS)**

The West Virginia Division of Rehabilitation Services (WV DRS) is the state agency responsible for the operation of the state and federal vocational rehabilitation program in West Virginia. WV DRS specializes in helping people with disabilities who want to find a job or maintain their current employment.

The starting points for services are the thirty-one (31) 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:

evaluation & assessment,  
counseling & guidance,  
job development & placement assistance,  
vocational training & college assistance,  
physical or mental restoration; and/or,  
assistive technology.

The vocational rehabilitation program is governed by the Rehabilitation Act of 1973 as amended. The Act also requires the Rehabilitation Services Administration (RSA) to establish evaluation standards and performance indicators that WV DRS is expected to meet annually. The collective data for fiscal year 2013 - 2014 indicates that WV DRS met all federal requirements, especially in terms of the quality standards and indicators.

## STATE PLAN

### *For Vocational Rehabilitation and Supported Employment Services Programs*

The Council makes recommendations each year to be included in the Division of Rehabilitation Services State Plan for Vocational Services. This task is taken very seriously by the Council knowing that the acceptance of the State Plan assures the Federal government that WV DRS will operate its vocational rehabilitation (VR) programs meeting federal statutory, regulatory and policy requirements. The WV SRC proudly commends the WV DRS on their exemplary manner in which they have demonstrated in exceeding the requirements of the Rehabilitation Services Administration's (RSA) Standards and Indicators.

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 agency reports guarantee the WV SRC is receiving factual updates and pertinent information to make accurate observations, decisions and recommendations.

The continuing knowledge of agency's activities and future plans are keys in preserving and strengthening the relationship of the WV SRC and WV DRS. Because of the leadership and dedication of our VR staff, West Virginia has become a recognized pacesetter and model state for others to follow and seek guidance. The following recommendations were made by the Council:

***Recommendation 1:*** The agency strives to educate the general public regarding the WV DRS office locations to ensure knowledge and the continuum of agency services and programs. The agency has utilized newspaper inserts, community events and public broadcasting as a means to assure awareness of the available services within WV DRS in all areas of the state.

*The WV SRC recommends this practice be continued with an emphasis directed into underserved areas of the State.*

***Recommendation 2:*** Reaching students prior to their junior and senior years is imperative in establishing an Individual Plan for Employment (IPE) outlining available options and securing those programs and services are in place as the student transitions into their next phase of life is a priority for WV DRS. The agency has VR counselors with offices physically located in four (4) of the largest high schools in West Virginia.

*The WV SRC recommends working with four (4) to six (6) additional high schools and/or vocational schools to establish VR offices on the campus of those selected schools. This would provide more assistance to those students and their families in an effort to gain applicants for services at an earlier age.*

## **STATE PLAN** Continued

**Recommendation 3:** With the demographics and cultural backgrounds of West Virginia, effective communication must be innovative. Finding the most efficient avenue to educate students and their families regarding available WV DRS services and programs is a continuing challenge. Effective, good communication is a key factor.

*The WV SRC recommends that WV DRS: support the WV SRC in the development of a Secondary Transition Planning folder highlighting resources, services and activities for students with disabilities as they prepare for life after high school; submit articles for school newsletters for educating individuals on services and programs that are available; design a one page handout to be included with registration packets disseminated to students at the beginning of each school year; and, prepare articles for the distribution in state newspapers when highlighting special areas, such as Education, Business, Employment and other sections or avenues of interest for WV DRS to illustrate services and programs offered by the agency.*

**Recommendation 4:** With an increasing number of the agency's consumers being transitioning youth ages of 24 and under, WV DRS has concentrated on making transition a priority. Establishing and maintaining partnerships within the secondary school system and institutions of higher education is essential.

The formation of a committee to assist in the development of a plan to educate institutions of higher education throughout West Virginia could strengthen these relationships. This committee comprised of WV DRS staff, WV SRC members, educators and other pertinent parties should survey those bodies for their awareness and then provide assistance in enhancing communication and relationships so that students needing the services can be better served.

*In this continuing quest to assure that students with disabilities, parents and their advisors/counselors, are cognizant of the services and programs offered through WV DRS, the Council recommends this committee be implemented to enhance the relationship with the institutions of higher education to assure students are knowledgeable of all services, programs, technology and adaptations to reach their employment outcomes upon completing their education.*

**Recommendation 5:** To assist in providing continuing education to WV DRS counselors and school personnel, the agency has partnered with the Department of Education to establish a strong link between WV DRS and the school system. This link will continue to serve as a vital component in the referring of students at a younger age having an informed understanding of community based services offered by WV DRS.

*The WV SRC recommends this component be continued to strengthen knowledge of policies, referral processes as well as emerging trends and practices on an annual basis.*

**Recommendation 6:** The agency has developed a sound program serving persons who are blind or visually impaired. There has been a substantial increase in the numbers of persons who are receiving community based services while living and working in their own communities.



## **STATE PLAN** Continued

*The WV SRC recommends WV DRS continue the expansion of services designed to meet the needs of those who are blind or visually impaired by: providing the WV DRS counselors with the technical assistance needed to make determinations of the client's needs; continuing to work with the West Virginia Optometric Association to ensure all West Virginians are aware of the WV DRS program; securing additional optometrists with information about the services offered through VR and how to access those programs; developing a list of optometrists statewide specializing in low vision driving to all VR offices for ease of communication; continuing to work with rural health care and medical groups throughout the state to provide the best possible services to our consumers, and, offering brochures for awareness to be placed in offices of those persons offering services to persons who are blind or visually impaired.*

**Recommendation 7:** The partnership between WV DRS and CRPs continues to strengthen and should be in the forefront for those individuals needing this specialized service. To document successes, opportunities for development and obstacles facing the CRPs, an internal survey has been developed for defining areas of improvement, challenges and achievements.

*The Council recommends the results of this internal survey of CRPs be: made available for review on the WV DRS website for public information; and, the results shared with the WV SRC, CRP Advisory Council, and CRPs and WV DRS staff during their district meetings.*

**Recommendation 8:** With the national trend focusing to work more closely with individuals who are within the corrections system who have disabilities, WV DRS has implemented a position for a Behavioral Health and Corrections Specialist. This Specialist will focus on youth with mental illness, ADD and learning disabilities to name a few who do not get along in society.

Although the agency already works with the juvenile detention programs, providing more in depth early intervention services to this underserved group of individuals will be of benefit.

*The WVSRC recommends that the Agency continue to establish relationships with the Behavioral Health and Corrections communities in order to expand services to those individuals with disabilities being served by these Agencies.*

**Recommendation 9:** In looking toward the future, the agency expects an influx in the next few years of children having drug and/or alcohol related issues and needing services. This will be an area to have specialized programs and skills.

*The WV SRC recommends that the Agency provide staff with the training and technical assistance needed to expand their knowledge of drug addiction related diseases.*

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## Occupation of Individuals Vocationally Rehabilitated

	FFY 2014	Percent
• Management Occupations	165	6.37
• Business and Financial Operations Occupations	52	2.01
• Computer and Mathematical Occupations	19	0.73
• Architecture and Engineering Occupations	43	1.66
• Life, Physical and Social Science Occupations	18	0.70
• Community and Social Services Occupations	106	4.09
• Legal Occupations	14	0.54
• Education, Training and Library Occupations	124	4.79
• Arts, Design, Entertainment, Sports and Media Occupations	26	1.00
• Healthcare Practitioners and Technical Occupations	149	5.76
• Healthcare Support Occupations	148	5.72
• Protective Service Occupations	56	2.16
• Food Preparation and Serving Related Occupations	158	6.10
• Building and Grounds Cleaning and Maintenance Occupations	180	6.95
• Personal Care and Service Occupations	137	5.29
• Sales and Related Occupations	198	7.65
• Office and Administrative Support Occupations	272	10.51
• Farming, Fishing and Forestry Occupations	19	0.73
• Construction and Extraction Occupations	135	5.21
• Installation, Maintenance and Repair Occupations	114	4.40
• Production Occupations	249	9.62
• Transportation and Material Moving Occupations	197	7.61
• Military Specific Occupations	3	0.12
• Randolph-Sheppard Vending Facility Clerk	0	0.00
• Randolph-Sheppard Vending Facility Operator	1	0.04
• Homemaker*	6	0.23
• Unpaid Family Worker	0	0.00
<b>Total</b>	<b>2,589</b>	<b>100%</b>

\*Occupation outside the competitive labor market

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## Personal Characteristics – State Rehabilitation Clients Federal Fiscal Year 2014

### TOTAL ANNUAL EARNINGS OF THOSE RECEIVING VOCATIONAL REHABILITATION SERVICES

• At Referral	\$31,891,652
• After Rehabilitation	\$62,965,812
• Percentage increase in annual earnings due to rehabilitation	100%

	FFY 2014	Percent
• Number of individuals rehabilitated (with an employment outcome)	2,589	
• Number (percent) of vocationally rehabilitated individuals placed in competitive employment	2,583	99%
• Number of individuals with significant disabilities served	13,583	
<b>Total number of clients served</b>	<b>14,554</b>	

### EDUCATION AT CLOSURE OF INDIVIDUALS VOCATIONALLY REHABILITATED

• No formal schooling	1	0.03
• Elementary education (grades 1 – 6)	84	2.19
• Secondary educations, no high school diploma (grades 9 – 12)	233	6.08
• Special education certificate of completion/attendance	118	3.08
• High school graduate or equivalency certificate (regular education students)	1,434	37.43
• Post secondary education, no degree	538	14.04
• Associate degree or Vocational/Technical Certificate	715	18.66
• Bachelor's degree	480	12.53
• Master's degree or higher	228	5.95
<b>Total</b>	<b>3,831</b>	<b>100%</b>



# Personal Characteristics

## State Rehabilitation Clients Federal Fiscal Year 2014

### NUMBER OF INDIVIDUALS FROM EACH DISTRICT SERVED

	FFY 2014	Percent
• District 1	2,329	16.00
• District 2	1,967	13.52
• District 3	2,555	17.56
• District 4	2,869	19.71
• District 5	2,866	19.69
• District 6	1,968	13.52
<b>Total/State</b>	<b>14,554</b>	<b>100%</b>

### EDUCATION AT APPLICATION OF INDIVIDUALS VOCATIONALLY REHABILITATED

• No formal schooling	0	0.00
• Elementary education (grades 1-8)	37	1.43
• Secondary education, no HS diploma (grades 9-12)	367	14.18
• Special Ed certificate of completion/attendance	384	14.83
• High school graduate or equivalency certificate (regular education students)	850	32.83
• Post-secondary education, no degree	390	15.06
• Associate degree or Vocational / Technical Certificate	187	7.22
• Bachelor's degree	155	5.99
• Master's degree or higher	88	3.40
• Any degree above a Master's e.g. Ph.D., Ed.D., J.D.	3	0.12
• Vocational / Technical Certificate or License	127	4.91
• Occupational credential beyond undergraduate degree work	1	0.04
• Occupational credential beyond graduate degree work	0	0
<b>Total</b>	<b>2,589</b>	<b>100%</b>

### AGE AT APPLICATION OF INDIVIDUALS VOCATIONALLY REHABILITATED

• Less than 20	642	24.80
• 20 through 34	466	18.00
• 35 through 44	308	11.90
• 45 through 64	960	37.08
• 65 and over	213	8.23
<b>Total</b>	<b>3,831</b>	<b>100%</b>

# Personal Characteristics Continued

## RACE OF INDIVIDUALS VOCATIONALLY REHABILITATED

	FFY 2014	Percent
• White	2,440	94.24
• Black or African American	109	4.21
• American Indian or Alaska Native	16	0.62
• Asian or Pacific Islander	15	0.58
• Hispanic or Latino	9	0.35
<b>Total</b>	<b>2,589</b>	<b>100%</b>

## GENDER OF INDIVIDUALS VOCATIONALLY REHABILITATED

• Male	1,404	54.23
• Female	1,185	45.77
<b>Total</b>	<b>2,589</b>	<b>100%</b>

## REFERRAL SOURCE OF INDIVIDUALS VOC. REHABILITATED

• Educational Institution (elementary/secondary)	496	19.16
• Educational Institution (post-secondary)	113	4.36
• Physician or other Medical Personnel or Medical Institutions (public or private)	633	24.45
• Welfare Agency (State or local government)	17	0.66
• Community Rehabilitation Program	582	24.00
• Social Security Administration (Disability Determination Service or District Office)	7	0.27
• One-stop Employment / Training Centers	72	2.78
• Self-referral	737	28.47
• Other sources	439	16.96
• American Indian VR Services Program	0	0.00
• Centers for Independent Living	1	0.04
• Child Protective Services	0	0.00
• Consumer Organizations or Advocacy Groups	0	0.00
• Employers	0	0.00
• Faith Based Organizations	0	0.00
• Family / Friends	7	0.27
• Intellectual & Developmental Disabilities Providers	0	0.00
• Mental Health Providers (Public or Private)	2	0.08
• Public Housing Authority	0	0.00
• State Dept. of Correction / Juvenile Justice	2	0.08
• State Employment Service Agency	1	0.04
• Veteran's Administration	0	0.00
• Worker's Compensation	0	0.00
• Other State Agencies	3	0.12
• Other VR Agencies	1	0.04
<b>Total</b>	<b>2,589</b>	<b>100%</b>



## PRIMARY DISABLING CONDITION OF INDIVIDUALS VOCATIONALLY REHABILITATED

### SENSORY COMMUNICATION IMPAIRMENTS

	FFY 2014	Percent
• Blindness	15	0.58
• Other visual impairment	111	4.29
• Deafness, primary communication visual	25	0.97
• Deafness, primary communication auditory	20	0.77
• Hearing loss, primary communication visual	12	0.46
• Hearing loss, primary communication auditory	761	29.39
• Other hearing impairments (Tinnitus, Menier's Disease, hyperacusis, etc.)	10	0.39
• Deaf – blindness	3	0.12
• Communicative impairments (expressive / receptive)	6	0.23

### PHYSICAL IMPAIRMENTS

	FFY 2014	Percent
• Mobility orthopedic / neurological impairments	142	5.48
• Manipulation / dexterity orthopedic / neurological impairments	42	1.62
• Both mobility and manipulation / dexterity orthopedic / neurological impairments	42	1.62
• Other orthopedic impairments (e.g., limited range of motion)	85	3.28
• Respiratory impairments	37	1.43
• General physical debilitation (fatigue, weakness, pain, etc.)	122	4.71
• Other physical impairments (not listed above)	256	9.89

### MENTAL IMPAIRMENTS

	FFY 2014	Percent
• Cognitive impairments (impairments involving learning, thinking, processing information and concentration)	503	19.43
• Psychosocial impairments (interpersonal and behavioral impairments, difficulty coping)	358	13.83
• Other mental impairments	39	1.50
<b>Total</b>	<b>2,589</b>	<b>100%</b>



# 2013 – 2014 ANNUAL REPORT



## West Virginians Receiving Rehabilitation Services by County

	FFY	%		FFY	%
Barbour	40	1.5	Mineral	52	2.0
Berkeley	90	3.5	Mingo	20	0.8
Boone	22	0.8	Monongalia	79	3.1
Braxton	14	0.5	Monroe	37	1.4
Brooke	68	2.6	Morgan	10	0.4
Cabell	161	6.2	Nicholas	49	1.9
Calhoun	6	0.2	Ohio	96	3.7
Clay	20	0.8	Pendleton	19	0.7
Doddridge	5	0.2	Pleasants	12	0.5
Fayette	58	2.2	Pocahontas	46	1.8
Gilmer	5	0.2	Preston	22	0.8
Grant	49	1.9	Putnam	60	2.3
Greenbrier	116	4.5	Raleigh	75	2.9
Hampshire	70	2.7	Randolph	105	4.1
Hancock	59	2.3	Ritchie	4	0.2
Hardy	70	2.7	Roane	13	0.5
Harrison	68	2.6	Summers	16	0.6
Jackson	26	1.0	Taylor	9	0.3
Jefferson	52	2.0	Tucker	38	1.5
Kanawha	211	8.1	Tyler	15	0.6
Lewis	34	1.3	Upshur	27	1.0
Lincoln	40	1.5	Wayne	47	1.8
Logan	19	0.7	Webster	9	0.3
Marion	78	3.0	Wetzel	11	0.4
Marshall	38	1.5	Wirt	10	0.4
Mason	19	0.7	Wood	109	4.2
McDowell	33	1.3	Wyoming	28	1.1
Mercer	100	3.9			
			<b>TOTAL</b>	<b>2,589</b>	<b>100%</b>



## **National Coalition of State Rehabilitation Councils (NCSRC)**

In November 2005, a small group 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 eighty-eight (88) states and territories includes 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, the NCSRC has been providing two full days of training. This provides members the opportunity to network with other states and territories to learn the detailed requirements, responsibilities and tools needed to have a more informed, effective Council. Members choose the topic areas in which they would desire additional training.



## **National Coalition of State Rehabilitation Councils (NCSRC) continued**

In 2013, the NCSRC began the process of becoming a 501(c)(3). The result is seen in a foundation which will allow all SRCs to be more effective within their respective states and territories. The NCSRC has become a nationally recognized entity, and encourages all states and territories to sign the NCSRC Resolution to enrich their Council further. For more information: National Coalition of State Rehabilitation Councils (NCSRC) or [www.ncsrc.net](http://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.

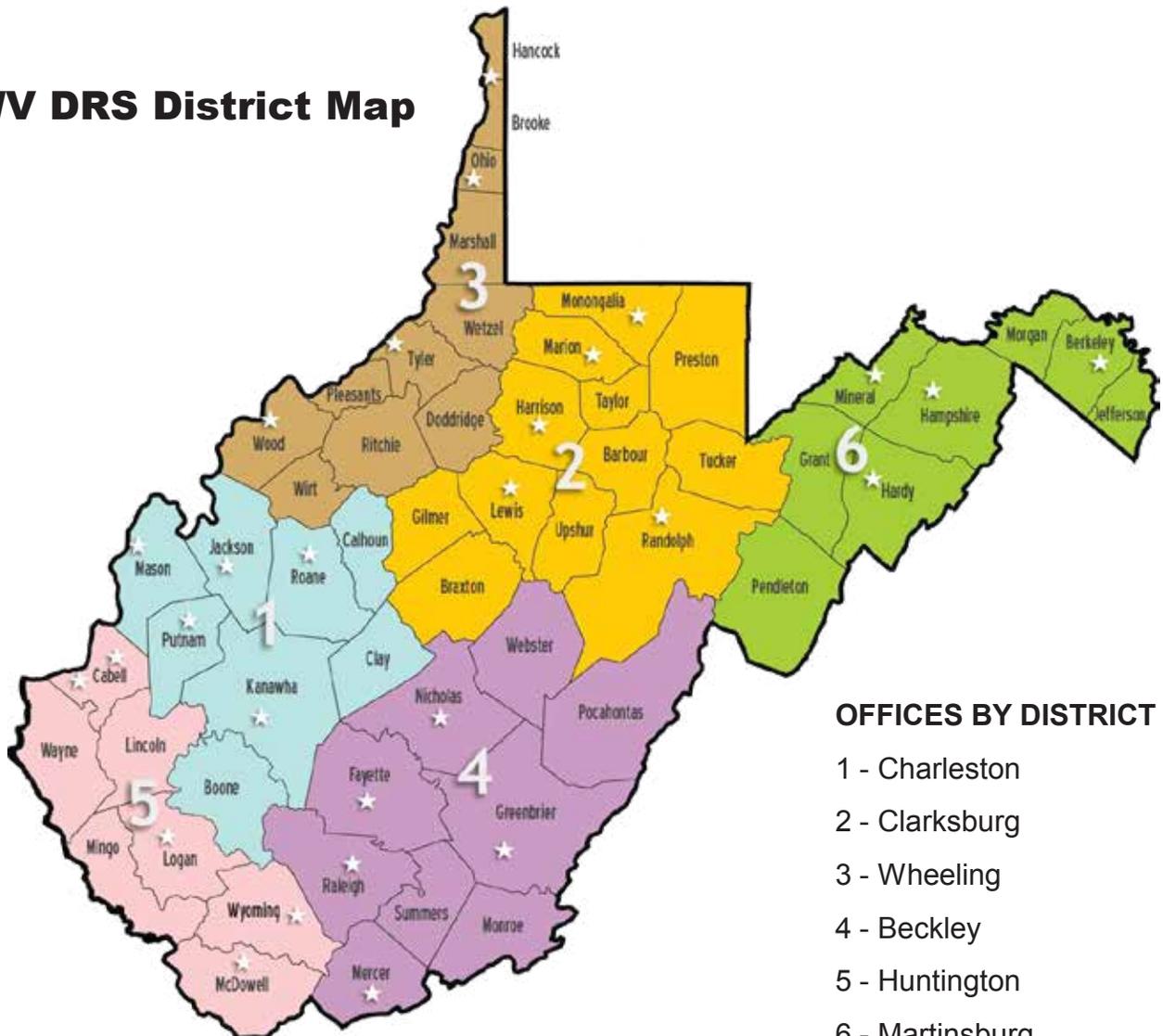


*"Country Roads Take Me Home"*

2013 – 2014 ANNUAL REPORT

State Rehabilitation Council

**WV DRS District Map**



**OFFICES BY DISTRICT**

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

# DISTRICT OFFICES

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

**Beckley – District 4 Office**  
**800 New River Town Center**  
**Beckley, WV 25801**  
**304-256-6900**

Cabell Midland High School  
2300 US Route 60 East  
Ona, WV 25545  
304-743-7496

**Charleston – District 1 Office**  
**4701 MacCorkle Avenue, SE**  
**Charleston, WV 25304**  
**304-356-2371**

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

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

**Clarksburg – District 2 Office**  
**107 Cambridge Place**  
**Bridgeport, WV 26330**  
**304-842-2951**

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

Fairmont One-Stop  
Veterans Square 320 Adams Street,  
Suite 106  
Fairmont, WV 26554  
304-367-2714

**Huntington – District 5 Office**  
**2699 Park Avenue, Suite 200**  
**Huntington, WV 25704**  
**304-528-5585**

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

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

Lewisburg  
777 North Jefferson Street, Suite 105  
Lewisburg, WV 24901  
304-647-7515

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

Marshall University  
One John Marshall Drive  
113 Prichard Hall  
Huntington, WV 25755  
304-696-2394

**Martinsburg – District 6 Office**  
**489 Mid-Atlantic Parkway, Suite 2**  
**Martinsburg, WV 25404**  
**304-267-0005**

Moorefield  
151 Robert C. Byrd Industrial Park Rd  
Suite 3  
Moorefield, WV 26836  
304-538-2701

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

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

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

Parkersburg  
State Office Building  
400 5<sup>th</sup> Street  
Parkersburg, WV 26101  
304-420-4580

Parkersburg South High School  
State Office Building 400 5<sup>th</sup> St.  
Parkersburg, WV 26101  
304-420-4916 or 4580

Point Pleasant  
209 5<sup>th</sup> Street  
Point Pleasant, WV 25550  
304-675-0867

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

Putnam County  
115 Liberty Square  
Hurricane, WV 25526  
304-767-0819 or 760-7082

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

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

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

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

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

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

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

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

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

**Wheeling – District 3 Office**  
**Central Union Building 40 14<sup>th</sup>**  
**Street, Suite 102**  
**Wheeling, WV 26003**  
**304-238-1092**

# 2013 – 2014 ANNUAL REPORT



## JOINING THE WVSRC

The Council is made up of a minimum of fifteen (15) 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. Our 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



There must be this balance that reflects our state's diversity. The Council continuously accepts applications for membership from interested citizens. Those applications which meet the specific areas needed are reviewed by the Council and then forwarded to the Governor's Office for appointment. Members serve at the 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 consecutive three year full terms. Attendance to the meetings is expected. If a member shall have two consecutive absences, a letter of explanation will be requested, and resignation may follow. The Council meets six (6) times a year. The February meeting may be a conference call if there is 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. You may request membership applications by contacting the WV SRC office at (304) 356-2089 or (800) 642-6207 or email [sherry.a.taylor@wv.gov](mailto: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):**

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**I am interested in serving on the Council because:**

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**References:**

Name	Address/Organization	Daytime/Cell Phone
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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: (304) 760-8749  
Email: [sherry.a.taylor@wv.gov](mailto: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

## WVSRC Council Membership Roster 2013-2014

Sherry A. Taylor, Executive Director  
Hurricane, West Virginia

### ***Executive Committee***

Ronald W. Brown, Chairperson  
Charleston, West Virginia

Scott Gossard, Vice/Past Chairperson  
Petersburg, West Virginia

Brenda Lamkin, Secretary  
Buckhannon, West Virginia

Dr. Lawrence S. Dolecki, Treasurer  
Baker, West Virginia

Ginny Gattlieb, Member At Large  
Charleston, West Virginia

### ***Members***

Marsha Faris Allman  
Bridgeport, West Virginia

Donna Ashworth, WV DRS Director  
Charleston, West Virginia

Dr. Gregory Epps  
Morgantown, West Virginia

Mary Pat Farrell  
Charleston, West Virginia

Joyce Floyd, SILC Chairperson  
Elkins, West Virginia

Brenda Goodfellow  
Sistersville, West Virginia

Robert Gray  
South Charleston, West Virginia

Sheryl Johnson  
Charleston, West Virginia

Janet Lintala  
Beckley, West Virginia

Rose Lowther-Berman  
Charleston, West Virginia

Kathy L. McKinley  
South Charleston, West Virginia

Ray Morton  
Beckley, West Virginia

Joyce R. Okes  
Parkersburg, West Virginia

Connie Painter  
Liberty, West Virginia

Duane J. Ruggier, II  
Hurricane, West Virginia

Cindy Tucker  
Dunbar, West Virginia

Deborah Wanzer  
White Sulphur Springs, West Virginia

Michael Meadows, WV DRS Liaison  
Charleston, West Virginia

# COUNCIL MEMBER QUOTES



Dr. Rose  
Berman,  
Charleston

The Rehabilitation Council provides a valuable service to persons served by DRS. I am proud to be a member of this organization. Things are changing so fast for persons with disabilities. It is good to know that organizations like this are staying on top of the changes.



Ron  
Brown,  
Charleston

I am pleased to be a member of the SRC and participate in the SRC's efforts to assist persons with disabilities to reach their vocational goals.



Dr. Lawrence S.  
Dolecki,  
Baker

Rarely are we privileged to run across someone whose life was successfully changed years ago by something in which we are involved. Most of the time, we only hear about the failures. We must believe that there are far more successes out there than failures. I am proud to be part of the WV SRC and working with WV DRS. Together, we do make a difference!



Dr. Greg  
Epps,  
Charleston

The West Virginia State Rehabilitation Council consists of individuals who truly care about the well-being of all the people of our state. It has been a privilege for me to work this past year with the other members of the Council. They are a passionate group of individuals who collectively make a difference in the lives of others. I am honored to be involved with the Council as we work toward helping to provide opportunities to the citizens of West Virginia..



Mary Pat  
Farrell,  
Charleston

With the recently changed Federal legislation, the need for collaboration and coordination between Education & Rehabilitation will become more critical. To successfully implement the transition changes of the Rehab law that strengthens the transition services for youth our work is just beginning. This will be an exciting time to be part of the Council.



Joyce  
Floyd,  
Elkins

As a representative of the SILC Council, it has been an interesting and a learning experience serving on the SRC council. I find it quite interesting how we can work together for the same common goal.



Ginny  
Gattlieb,  
Charleston

It is a pleasure and honor to serve on the State Rehabilitation Council. It's been amazing to share in the growth, to international status, of the agency we support! I'm proud to be a part of such an incredible group of people.



Brenda  
Goodfellow,  
Charleston

As an advocate, serving on the SRC provides me with an opportunity to insure that policy changes have a positive outcome for people with disabilities that promote empowerment, self-determination, and full community participation for people with disabilities.



Robert  
Gray,  
S. Charleston

Having been involved in the earlier days of the SRC, I am proud to once again serve on this prestigious Council. I have observed the steady growth and performance of the agency over the years. I am pleased to be a part of future endeavors that will enrich the lives of West Virginians with disabilities assisting them to build an independent and successful future.



Scott  
Gossard,  
Petersburg

September 2014 concludes my term on the State Rehabilitation Council. I'm sure there have been other boards/councils on which I have served that I might have welcomed a break. But, not so with the SRC. I have always felt my time on the Council was well-spent and personally rewarding. The Council works well with agency staff and our input has impacted services. I will miss the other SRC members & the staff.



Sheryl  
Johnson,  
Charleston

Serving as Organized Labor's representative on the Council is a privilege. I have learned so much about differing disabilities, obstacles people face daily and their successes. I am hopeful that I have raised awareness to our labor membership and my community for this inspiring opportunity.



Brenda  
Lamkin,  
Buckhannon

It is an exciting time to be part of the WVSRC. Being a member provides the opportunity to learn and collaborate with SRC's throughout the United States. I have truly enjoyed the networking, as well being able to bring this information and the resources back to the Council.

# COUNCIL MEMBER QUOTES

## Special Thanks to Michael Meadows From the WVSRC



Michael  
Meadows,  
Charleston

The Council is very appreciative of the guidance, support and history that Michael brings to our Council. He serves as the WV DRS liaison and contributes to our Council with the highest regard and undaunted values. His passion and dedication for what he does shows in all of his endeavors and is exemplified in his ethics. We are proud to have him as our liaison and hope he serves in that capacity for many more years.



Janet  
Lintala,  
Beckley

I enjoy working with a vibrant, talented group promoting people with disabilities as a valuable resource for employers and the community. I share the vision that every person can be a happy productive member of their community.



Kathy  
McKinley,  
S. Charleston

It is very rewarding to serve on a Council that collaborates to share experiences and thoughts in order to make the State Plan effective and efficient in serving individuals with disabilities as they strive to meet their vocational goals.



Ray  
Morton,  
Beckley

I am honored to take an active role in the collaboration between the SRC and DRS in helping improve the lives of our clients.



Joyce  
Okes,  
Parkersburg

The State Rehabilitation Council, in partnership with the WV Division of Rehabilitation Services, strives to continually assure individuals have access to services which will provide the quality of life we all deserve. I am proud to be associated with the goals of this organization.



Cindy  
Tucker,  
Dunbar

My experience as a member of the WV SRC has been enriching both professionally and personally. The Council works well with the agency to collaborate on expanding employment opportunities for individuals with disabilities.



Debbie Wanzer,  
White Sulphur  
Springs

Serving on the State Rehabilitation Council has been an honor. Being part of a group that monitors and improves services to people with disabilities is a rewarding experience for all involved.



## STATE HIGH SCHOOL ESSAY WINNER - Alexandria Nicole Rundle

“How the disability movement has shaped the world”



Being an individual with a significant disability at an early age, my first computation was that only the small percentage of people with a disability had any knowledge or even cared about the disability movement. A movement that has shaped our society and opened many doors to promote access to services and supports in our great country for all individuals with disabilities. I spend many of weeks in the children's hospital receiving treatments for my illness. At the age of two my ordeal began. Yes it is true that during this period, I could not grasp much of what was going on around me or how it affected my entire family. I could recall my brother, mother, father, grandparents and relatives gathered around me trying to comfort my every minute. As I got older, I learned more and more about advocacy skills, disability rights and the disability movement that had began many years ago. A movement that surely made my young life easier related to accessing health care and my educational needs. I also learned that over time more and more individuals have made a positive commitment to change.

It has now been over 20 years since the passage of the Americans with Disabilities Act (ADA). Through the determination and drive of families and individuals with a passion for equality and independence, more and more people have learned about the challenges and tributes of those that have fought the fight and I continue to learn and live independently. At the time, I could not imagine a grown man, a man that just wanted to go to college like anybody else, fighting so hard for what he wanted. This man, Ed Roberts also had a dream. He had to leave his sole means of independence at the time, his wheelchair to be carried thru the doors of a college that he so desperately wanted to attend. Also facing other barriers, he agreed to live in a segregated section of the campus due the use of his iron lung and became the first quadriplegic to go to college even earning his Masters Degree. His legacy made it possible for others to achieve their dreams. There was no accessible entrance at the time and barriers still existed; but for him and many others a larger door was opened. For many at the time, there was no equal respect, no access to services for whom many were called “handicapped”, but time will change and change it did.

I attribute most of my knowledge to my Father. He has spent most of his life and career helping others. He has worked as an Advocate in many systems of care. I recall him being away from home all the time. As time went on I understood why. He was attempting to teach others how to advocate for what they wanted, including myself, in an effort to make life a little better and a lot more independent for some. He taught me the same, so here I stand today expressing my feelings.

So, what is my continued impression of how the disability movement has shaped the world? I truly believe it started out with just a few that had big dreams, wishes, desires and that were tired of hearing “NO”. Many individuals worked to build a foundation for others that also cared about the mission. The disability rights movement began in the 1960's encouraged by African Americans seeking equal civil rights and treatment as well as assistance from woman and the Women's Rights

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## **Alexandria Nicole Rundle Essay** continued

Movement. At this time, many individuals with different disabilities such as mental, physical, cognitive, visual and hearing impairments came together to fight for their cause. Much like the African American generation faced back in the 1960's when they decided to be silent no more.

The movement indicated that people with disabilities are indeed the experts of their needs. In 1968 the first federal disability rights legislation passed. The Architectural Barrier Act provided that all federally constructed buildings and facilities were accessible for individuals with physical disabilities. Another groundbreaking piece of legislation passed in 1973, the Rehabilitation Act. This was the first civil rights law requiring equal opportunity for people with disabilities. Primary this law prohibited any entity receiving federal funds to discriminate on the basis of disability. Other important laws during this time frame had a significant and positive impact on allowing individuals to gain employment, education and access to public buildings and services. The passing of the Education for Handicapped Children's Act helped provide access to education for children with disabilities. Before the passing of these initial laws, many people with disabilities were treated as sub-human. Individuals felt incompetent and pitied. In my opinion, the entire fight to this day was to gain independence through accommodations. Just to have an avenue to live, work, play, etc, just like anyone else.

During this era of time, the largest federal or national protest (sit-in) related to the disability movement took place and section 504 of the Rehabilitation Act was enacted. This demonstrated how grass roots advocacy can be effective. Section 504 expanded significantly the laws regarding discrimination based on disability. An important individual whom put massive time and effort into the movement was Edward Roberts.

In 1990, a dramatic event occurred following many years of civil rights advocacy. Although the advocacy efforts and the actions of thousands ultimately resulted in the passage of the Americans with Disabilities Act (ADA). Many called Justin Dart "the father of the ADA" and "the godfather of the disability rights movement" Justin Dart often stated that "the ADA was the civil rights act of the future". Indeed it was. I would encourage anyone reading this essay to take a few minutes and educate you about the foundation of these movements. The ADA enhanced the independence of all Americans with a disability. The law was comprehensive and addressed many needs including access to education, employment, public services and accessible entrances and parking.

The disability movement has made a major impact in my life and many Americans that have a disability. It has paved the way for future generations to excel with independence, provide accommodation instead of pity. To continue the growth of the movement, many fought as hard of a battle as those who fought our wars, thus leading to growth and freedom of our country.

Without the disability right movement thousands of individuals including myself would not have had the opportunity to live the lives we have today. The movement brought a sense of importance and respect, as well as independence and purpose to our lives. The movement has transformed our lives and our society. It is our time, my time to ensure the purpose continues.



**ALEXANDRIA  
NICOLE RUNDLE**

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Office Location:  
107 Capitol Street  
Charleston, WV 25301

Mailing Address:  
P.O. Box 445  
Institute, WV 25112-0445

Phone:  
(304) 356-2089 • (800) 642-8207  
Fax: (304) 760-8749

Email: [sherry.a.taylor@wv.gov](mailto:sherry.a.taylor@wv.gov)

...I've been taking pictures of West Virginia for well over thirty years. My inspiration is now, and always has been, it's mountains, valleys, rivers and streams.  
...I've always had a deep love for the state, even while growing up in the flat, tidewater area of the eastern shore. The stark contrast in terrain between the two areas was never more evident than when traveling back to the state to visit relatives as a youth. Even then, there was little doubt as to where I wanted to eventually call home.  
...As a young adult, I discovered the state's natural wonders such as Cranberry back-country, Potomac Highlands and Dolly Sods Wilderness Area. The rugged wildness made an already deep love of West Virginia even more intense. I decided that if I could not live closer to these areas, I could at least bring their beauty home with me.... so, I bought a camera.

Rick Burgess

Rick Burgess Photography

[jazzbo713@gmail.com](mailto:jazzbo713@gmail.com)  
[Rick Burgess ~ facebook.com](https://www.facebook.com/RickBurgess)

Report Design by: Kelly Crimi - [KFAdvertisingServices.com](http://KFAdvertisingServices.com)

[kfadvertisingservices@twc.com](mailto:kfadvertisingservices@twc.com) • (502) 468-8822