Provider Power Moves
Practical Steps. Big Results.

PACSTX
PROVIDERS ALLIANCE FOR COMMUNITY SERVICES OF TEXAS

Bored to Busy Blueprint

October 2025

Sara Sherman

Hello!

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30+ years experience in the DD field…

- **Lead Medicaid Policy Developer** - Ohio Department of Developmental Disabilities (Dep Director)
- **Section Chief HomeCare Waiver Clinical Services** – Ohio Department of Medicaid
  - Created Ohio's Private Duty Nursing Program
- **Managed Care Contract Manager** – Ohio Department of Medicaid
- **Director of Vocational Rehabilitation** – Licking/Knox Goodwill
- **ICF/IDD Administrator/Director** – 2 Agencies
- **Director of Residential Facilities Waiver Homes**
- **Director of Services and Supports Administrator** – 2 County Boards of Developmental Disabilities
- **Metropolitan Authority Housing Director**
- **Project Manager for Ohio Department of Medicaid -** MMIS Managed Care System
- **Managed Care Oversight** – Health Services Advisory Group (HSAG)
- **Director of Provider Oversight - Ohio Medicaid HomeCare Waiver** – Public Consulting Group
- ASI – **Fiscal Management Services** in Missouri and Georgia
- **Advocacy & Protective Services(APSI)** Representative (Guardian Agency)
- **Community Employment Coordinator**
- **County Case Manager**
- **Activity Therapist** – Developmental Center

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As we know, America's IDD System is required to provide:

Meaningful, Integrated, Community-Based Services

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We care about activities because:

- They are fun
- Stimulating
- Enriching
- Educational
- Occupy our time
- Keep staff busy
- Relationship building
- Keep minds and bodies active
- Connect us to our world

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And…

They are

Required

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The truth of the matter is…

As a system, we struggle to create individualized, meaningful, integrated, relationship building, community-based activities

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And this means…

The people we serve don’t have the lives they deserve, the lives they desire, or the lives we have.

They have less.

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That is both…

Not fair

And illegal

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The Olmstead Decision:

On *June 22, 1999*, the United States Supreme Court held in *Olmstead v. L.C.* that unjustified segregation of persons with disabilities constitutes discrimination in violation of title II of the Americans with Disabilities Act.

Learn more about Olmstead here: https://youtu.be/IJ61X_lml50

Institutional placement for people who can benefit from and handle community settings ***perpetuates the idea that the people being isolated are incapable or unworthy of participating in community life.***

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That confinement in an institution severely diminishes the every day activity of those individuals.

Including their ability to

maintain family relations,
have social contacts,
have employment options,
economic independence,
educational advancement,
and experience cultural enrichment.

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Meaningful, Integrated, Community-Based Services

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Let’s look at some definitions:

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CMS defines Meaningful Activity as:

Engagement in **discretionary behavior, either active activity or passive observation**, that the individual finds **interesting, stimulating, or worthwhile.**

Conversely, they are not bored. Agency policies and practices as well as the behavior of staff should encourage individuals to engage in tasks and activities that interest or stimulate them.

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Merriam-Webster defines Discretionary as:

"Left to *individual* choice or judgment."

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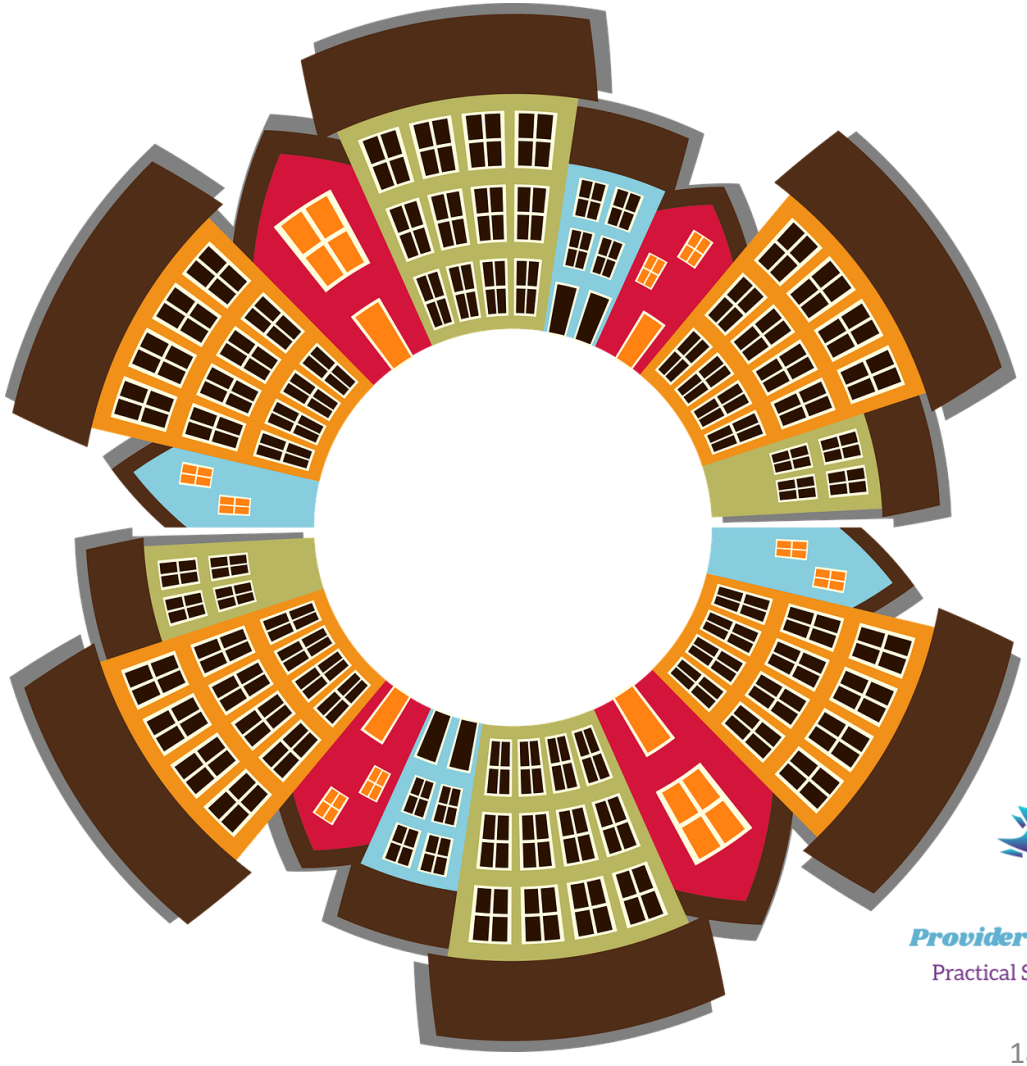
CMS defines Integrated as:

"Full access to the benefits of community living."



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We also know that…

Services are to be **Individualized/person-centered**

Person-centered is a process that results in a person-centered plan with individually identified goals and preferences.

This planning process, and the resulting person-centered service plan, will assist the individual **in achieving personally defined outcomes in the most integrated community setting, ensure delivery of services in a manner that reflects personal preferences and choices, and contribute to the assurance of health and welfare.**

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CMS Integrated Focus…

Settings Rule:

Promoting community integration for older adults and people with disabilities remains a high priority for CMS.

CMS HCBS Fact Sheet:

In addition, this rule reflects CMS' intent to ensure that individuals receiving services and supports through Medicaid's HCBS programs have full access to the benefits of community living and are able to receive services in the most integrated setting.

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These are our values….

- Life
- Liberty
- Pursuit of Happiness

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How do we usually plan activities?

- “What do you want to do?”
- “Where do you want to go?”
- “Do you want to ____ again?”
- “Do you want to go ____ or ____?”
- We’re going ____
- We’re doing ____

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Move our focus from…

What…

To…

HOW

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Big Brainstorming Blitz Method

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Start with: An *INTEREST*

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Secret Failproof Blitz-Launch Question:

What do you *like?*

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Brainstorm the ideas:

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Create Lots of Activities from 1 Favorite Food

Which tacos are the best?

- Taco topping night
  - guac, sour cream, onion, lettuce, tomato, cheeses, spinach
- Try all the different chips
  - Blue, yellow, corn, shells, chips, flour, hard, soft, warmed, from the package
- Different proteins
  - beans (black, pinto, etc.), fish, shrimp, hamburger, pork, chicken
- Different rices
  - Spanish, white, brown
- Different salsas
  - mango, tomato, hot, mild, medium
- Make a chart and track likes/dislikes
- Try different restaurants
  - Interview owners/managers and ask what they like best, how they chose their menu, etc.
  - Invite friends to go along
  - Have a competition with friends

Learn about the history of the people

- What did they do for fun, how did they live,

Who else uses tortillas

- crepes, etc.
  - Learn about France

Learn about the foods

- What food groups are covered
  - Draw pictures (or cut out) of the food and create your own food pyramid or food group poster
  - What food groups are missing. Incorporate those foods into the meal
- How much does it cost to make tacos
  - Do math with money
- Develop a 'healthy food' rating scale
  - Apply other foods to the scale

What goes into a taco

Which foods could you grow

- Shop for supplies
  - Make a list
- Learn about gardening
  - Speak with gardeners, visit garden centers, find a free program, do you have a community garden to participate in
  - Plant, care for, and harvest your produce
    - Donate extra produce
  - Make salsa from your veggies
- Where do tortillas come from
  - visit a farm and speak to the farmer
  - visit a grain elevator and speak with them
  - Go on a tracker ride

What else can you make from the same ingredients?

- Try those foods.
- Use the ingredients to make a dish that is from another country

Look through cookbooks for recipes that look interesting

- Learn how to use different cookware (microwave, crockpot, oven, stove, firepit, grill

Put your tacos to work!

- Go for a walk, do some exercises, dance

Visit a farmer's market

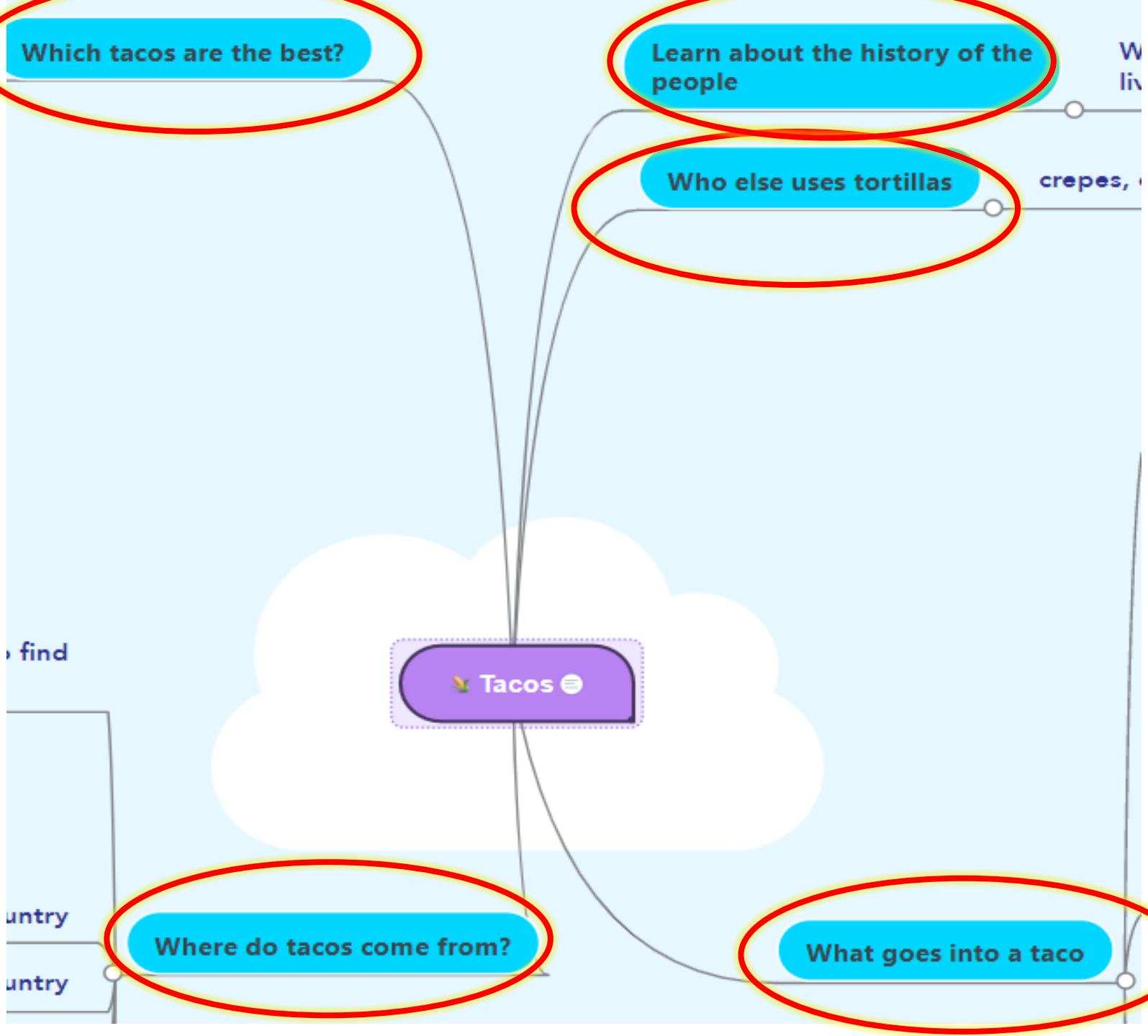
Pick fresh ingredients at a "pick your own"

Where do tacos come from?

- Learn about each country
- Make the tacos of each country
  - Make other foods from each country
- Learn some words from the language of the country
- Why do we eat tacos? When did tacos become popular, how many people eat tacos.
- Do puzzles of foods, countries, landscapes, etc.
- What else do they eat in these countries
  - What desserts go best with tacos, make them!

Go to library and ask librarian how to find info on where tacos come from

- Check out travel books of each country (do 1 country a week)
- Track the countries and cross them off your list
- Connect the person's interest to the country - dance, religion, holiday customs, clothing, animals who live there, weather
- Try things they do in each country - soccer, listen to music, try other foods, crafts



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Tacos
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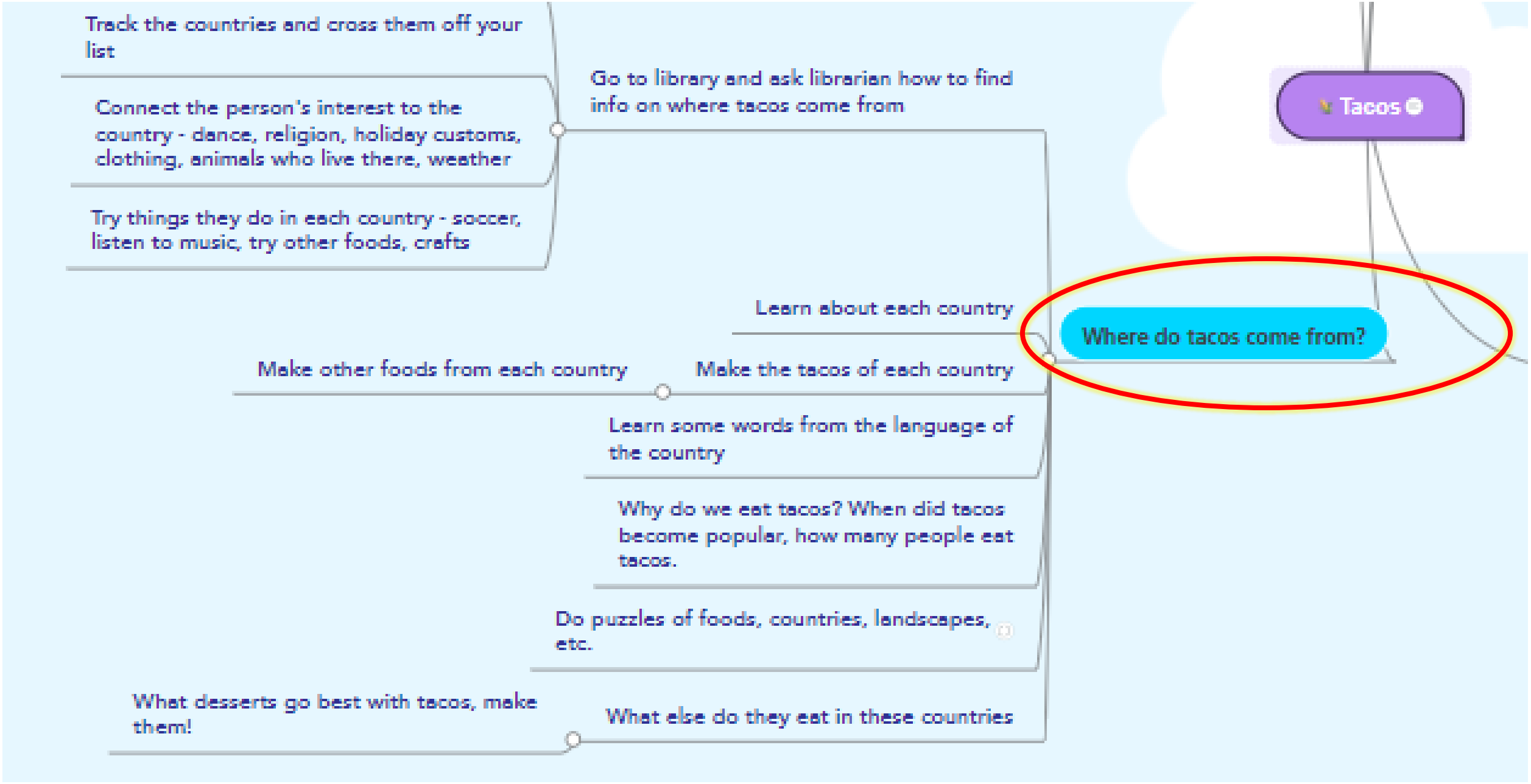
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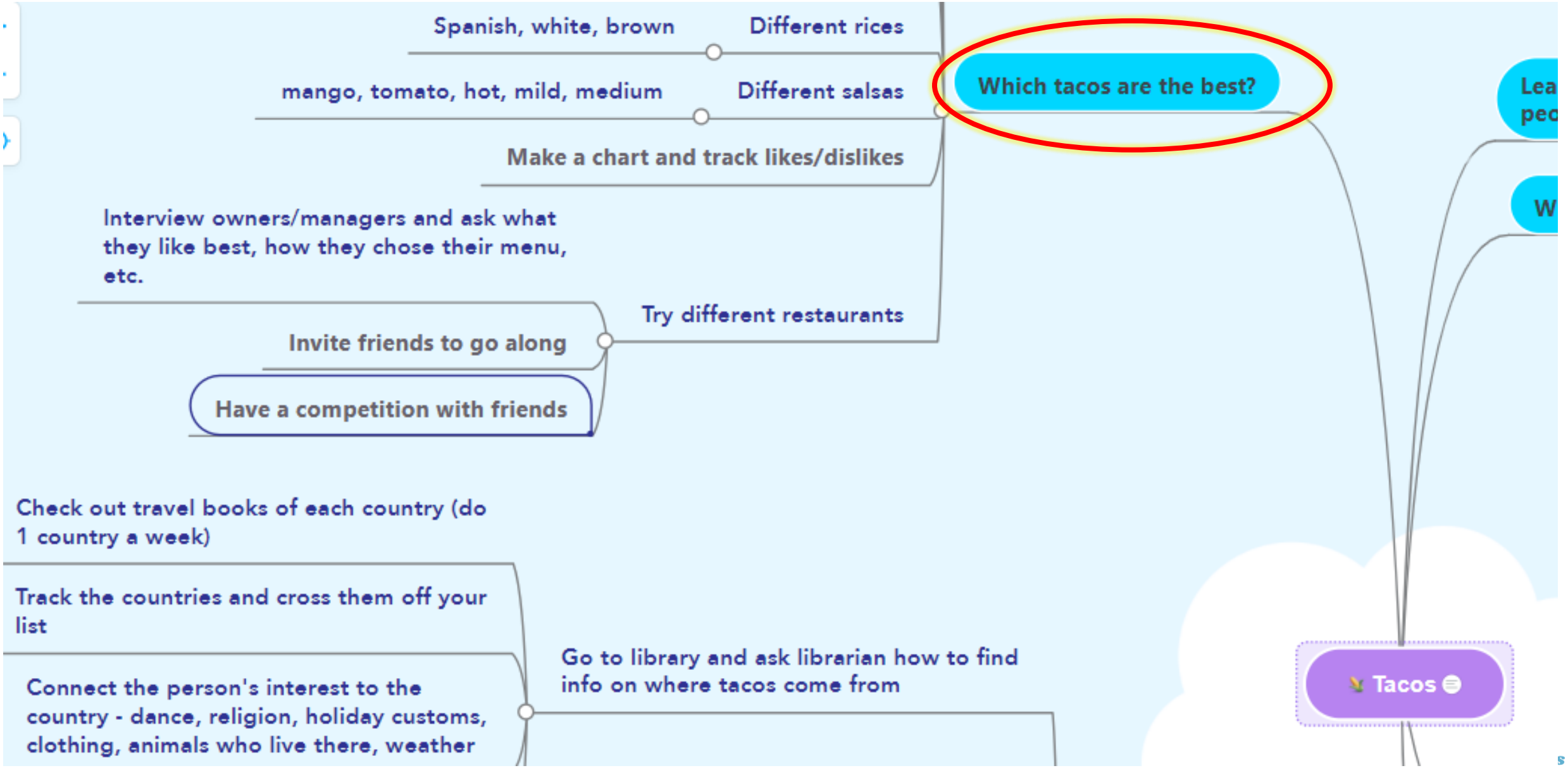
Spanish, white, brown
Different rices
mango, tomato, hot, mild, medium
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Tacos
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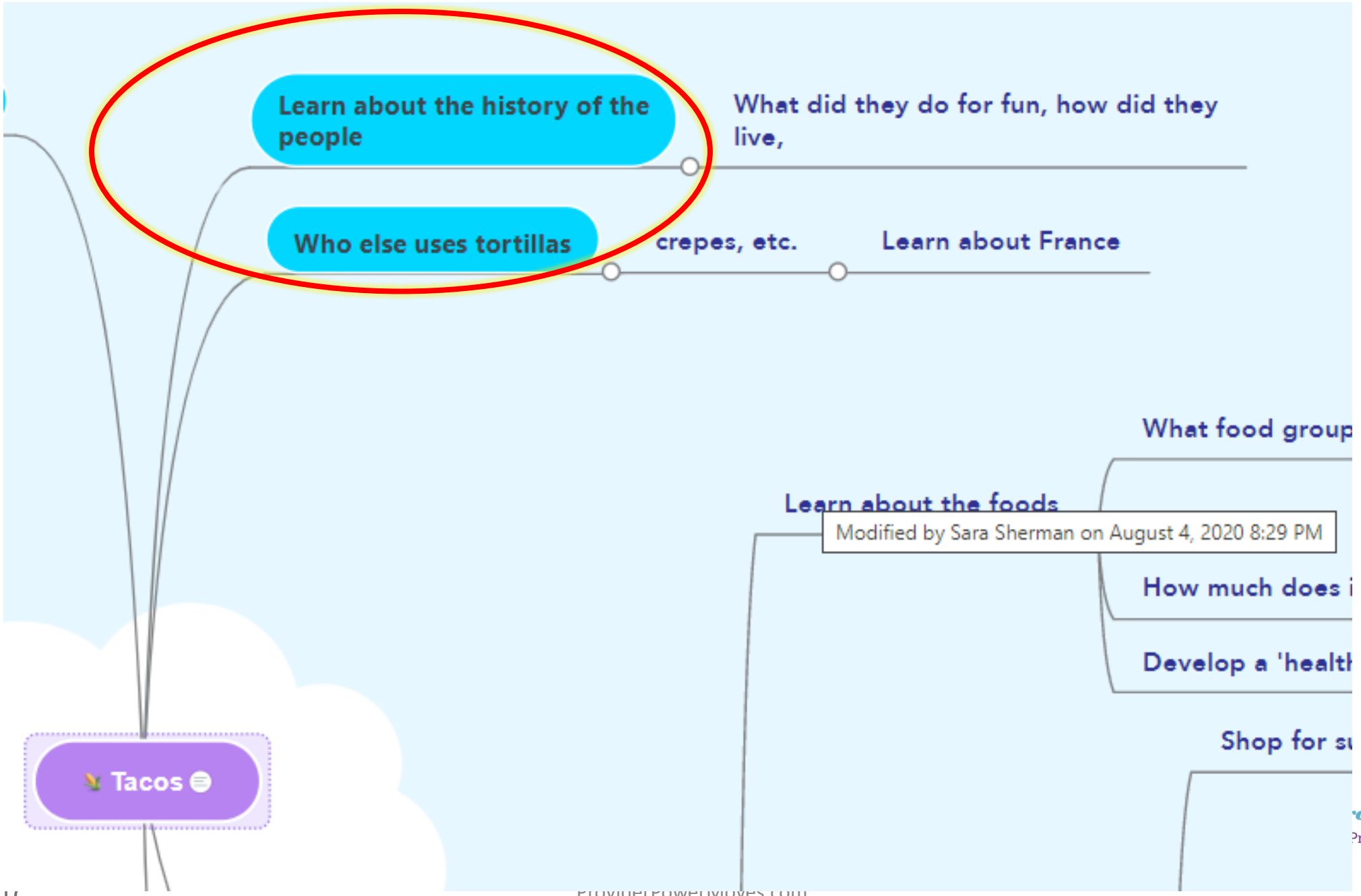
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Modified by Sara Sherman on August 4, 2020 8:29 PM
How much does i
Develop a 'health
Shop for su
Tacos

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Let’s try something different

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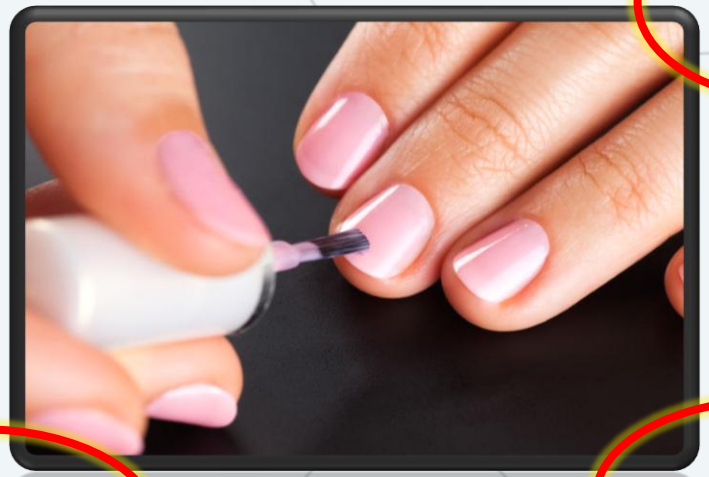
- She does your nails
  - different designs
  - Removing polish
  - nail care
  - bring nail artist
  - nail party for friends & staff & family
  - colorful books on nail painting
- Sensory
  - Massage
    - lotions
    - smells
  - other ways to be pretty
  - scented polish
  - toes/feet
  - stickers/decals
- Other ideas
  - collages
  - cosmotology
  - pottery
  - clay
  - history of paint
  - album of nails done
  - bedroom design changes
  - nail art videos
- Colors
  - Glow in the dark
  - on canvas
  - water colors
    - creating new colors
  - using different things to paint



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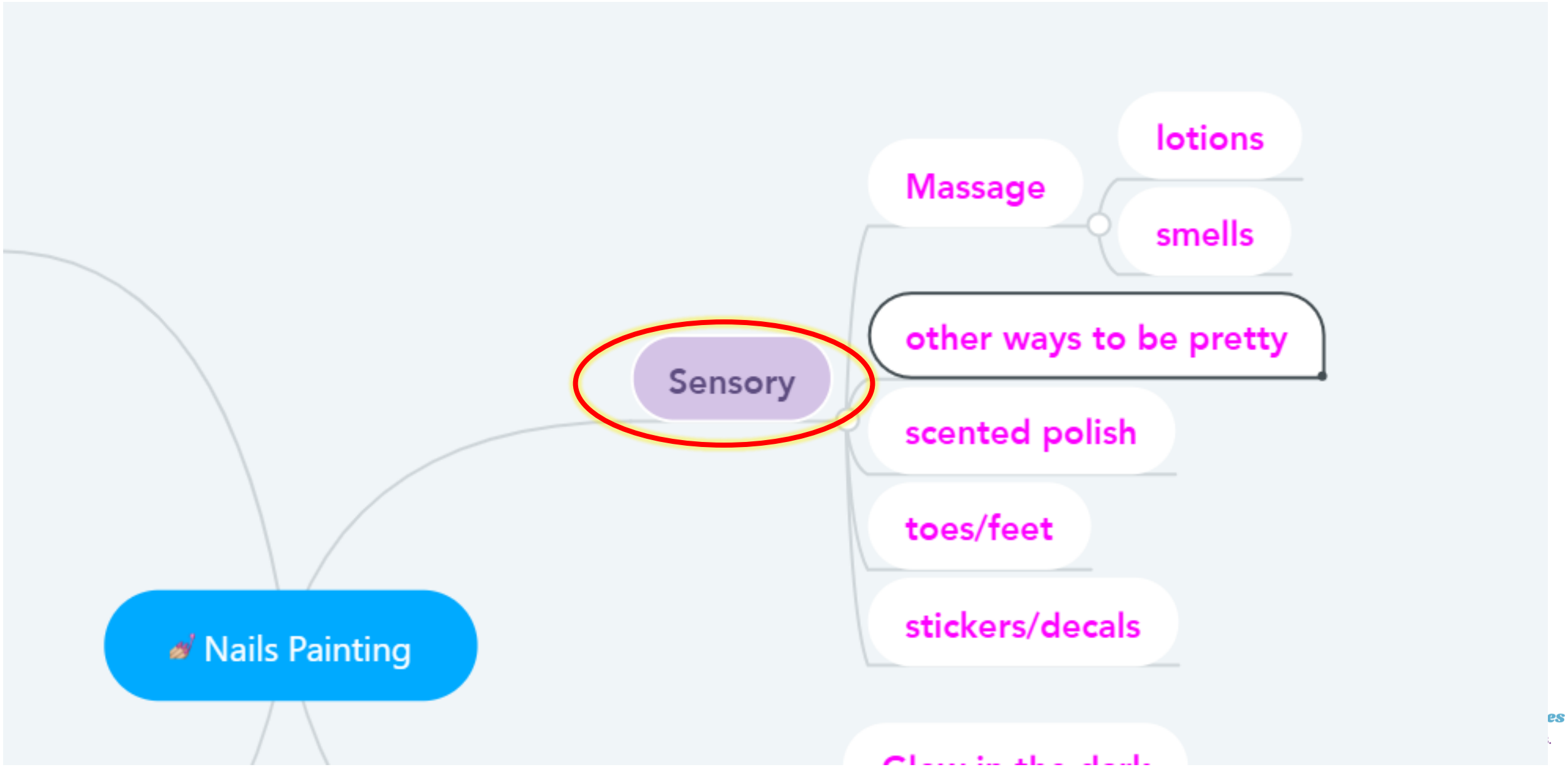
Nails Painting
Sensory
Massage
lotions
smells
other ways to be pretty
scented polish
toes/feet
stickers/decals

Nails Painting
Colors
Glow in the dark
on canvas
water colors
creating new colors
using different things to paint

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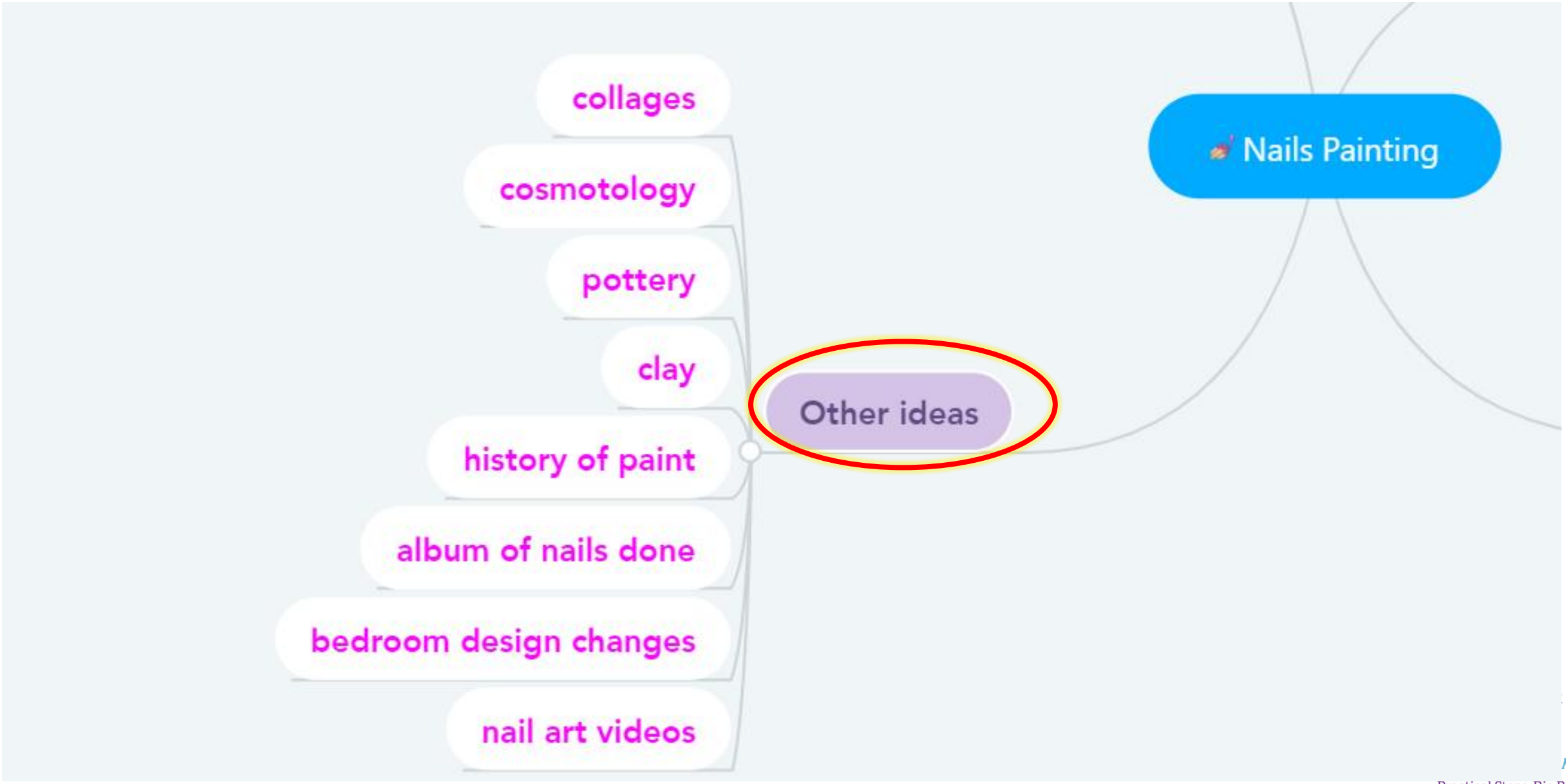

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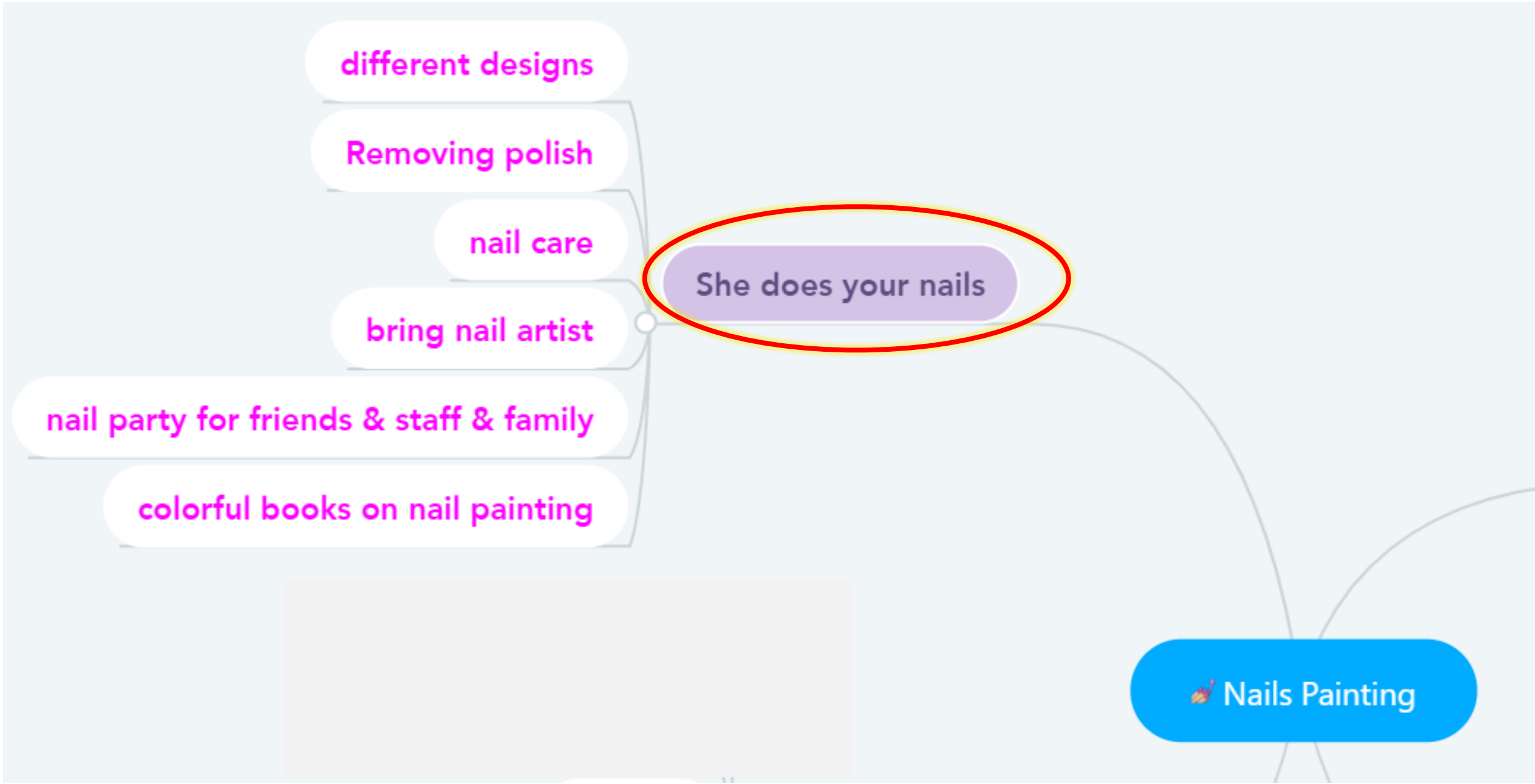
different designs
Removing polish
nail care
She does your nails
bring nail artist
nail party for friends & staff & family
colorful books on nail painting
Nails Painting

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Your turn…

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Big Brainstorming Blitz Method

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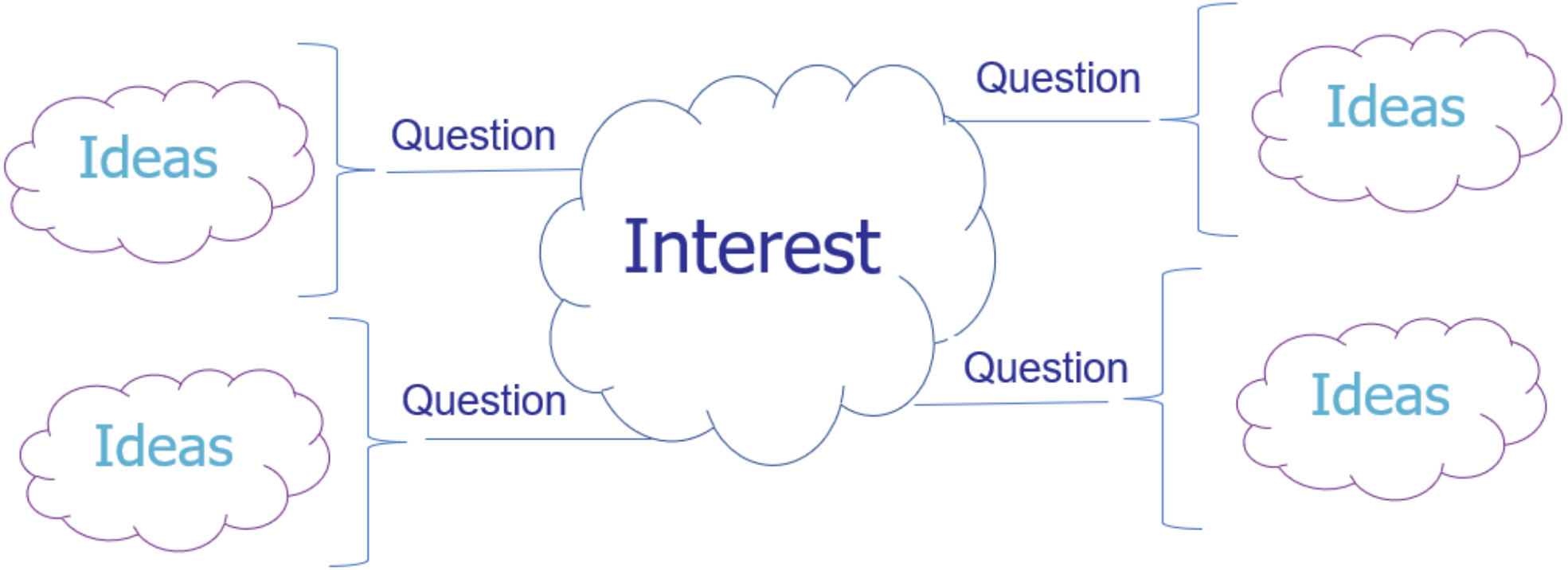

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Naturally address additional topics:

- Employment
- Hygiene, grooming, and personal care
- Conversations with strangers/neighbors/friends/family
- Exploring romantic relationship – dating activities
- Connections with support professionals and adaptive supports
- Discussion of support needs and community resources
- Keeping/Scheduling medical appointments
- Arranging transportation
- Budgeting
- Reservations

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In other words…

We want those we serve to have a good life, rich with meaningful experiences - that they direct and control to the fullest extent possible.

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Success is when…

- They feel excited about life
- They are not bored
- They are learning new things
- The people we serve feel they enjoy meaningful lives.

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Recap:

- Meaningful, community based, integrated activities are required.
- Start with an interest.
- Include the individual.
- Schedule specific times to build activity maps.
- Use this information to feed the service planning process.

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Free gift for you ☺

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