

# State Rehabilitation Council (SRC)

Quarterly Meeting: 22 Oct 2025, 1:00 pm – 4:00 pm



# Roll Call/Approval of Minutes/Agenda

Juliet Hardeman, SRC Chair





# Chair Updates

Welcome new Georgia SRC member,  
Jo Ellen Hancock!



# NDEAM-

National Disability Employment Awareness Month

Matthew Barnes





# Celebrating Value and Talent

National Disability Employment Awareness Month



OFFICE OF DISABILITY EMPLOYMENT POLICY  
UNITED STATES DEPARTMENT OF LABOR

#NDEAM  
80th Anniversary  
[dol.gov/odep](http://dol.gov/odep)

Information about - [National Disability Employment Awareness Month \(NDEAM\) | U.S. Department of Labor](#)



- NDEAM and Celebrating Value and Talent
- 2025 NDEAM Employment Theme
- Every year in October, the U.S. celebrates the contributions and accomplishments of workers with disabilities – National Disability Employment Awareness Month.
- Advancement Employment has different employment webinars focusing on the **Value, Accomplishments, and Talent** workers with disabilities bring to the workforce.
- The Georgia NDEAM Celebration will be on October 27<sup>th</sup> in Macon, Georgia at the Harriet Tubman Museum, located at 320 Cherry Street from 9:00 am to 12:00 pm
- This NDEAM celebration event is free. To attend, please go to [www.advancingemployment.com](http://www.advancingemployment.com) and register.



- This is the 80<sup>th</sup> year that we are celebrating the successes, value, and accomplishments of workers with disabilities.
- Previous NDEAM Employment Initiatives that are now Georgia law and became major disability employment wins:
  - G.A.M.E. – (Georgia as Model Employer) Requires every Georgia State Agency to provide a record on the number of workers with disabilities that are hired and promoted.
  - The elimination of the sub–minimum wages for workers with disabilities in the state of Georgia.

# Championing Abilities: A Conversation on Disability Employment

Public Outreach – Katie Hearn













# SRC Committee Reports

Membership – Lisa Leiter



# SRC Committee Reports

Public Outreach – Katie Hearn



# SRC Committee Reports

Policy – Michelle Mason



# SRC Committee Reports

CAP Report – Jennifer Page



# SRC Committee Reports

Community Statewide Needs Assessment (CSNA) 2026  
Julie Hardeman





## COMPREHENSIVE STATE NEEDS ASSESSMENT (CSNA) REQUIREMENTS

### Rehabilitation Acts Needs Assessment Requirements – Section 101 (a) (15)

- (15) Annual state goals and reports of progress
- Assessments and estimates
- The State plan shall –
- (i) Include the results of a comprehensive, statewide assessment, jointly conducted by the designated State unit and the State Rehabilitation Council (if the State has such a Council) **every 3 years**, describing the rehabilitation needs of individuals with disabilities residing within the State, particularly the vocational services needs of –
  - (I) Individuals with the most significant disabilities, including their need for support employment services;
  - (II) Individuals with disabilities who are minorities and individuals with disabilities who have been unserved or underserved by the vocational rehabilitation program carried out under this title; and



## COMPREHENSIVE STATE NEEDS ASSESSMENT (CSNA) REQUIREMENTS

- (III) Individuals with disabilities served through other components of the statewide workforce investment system (other than the vocational rehabilitation program) as identified by such individuals and personnel assisting such individuals through the components;
- (ii) include an assessment of need to establish, develop, or improve community rehabilitation programs within the State; and
- (iii) provide that the State shall submit to the Commissioner a report containing information regarding updates to the assessments for any year in which the State updates the assessments.



# CSNA SIX STEP PROCESS

## Six Step Process



- Defining and establishing CSNA goals
- Developing CSNA plan for information and dissemination
- Gathering information
- Analyzing the results and developing findings
- Developing the conclusions: Potential action strategies
- Informing state plan goals, priorities, and strategies

*Must utilize  
multiple sources in  
preparing the  
comprehensive  
report.*



# PROPOSED SCOPE OF WORK HIGHLIGHTS

The purpose of the CSNA is to:

1) Identify the rehabilitation needs of individuals in Georgia, particularly the vocational rehabilitation service needs of individuals:

- With the most significant disabilities, including their need for supported employment services;
- Who are minorities and individuals with disabilities who have been unserved or underserved by the state vocational rehabilitation program;
- IWD served through other components of the statewide workforce development system as identified by those individuals and personnel assisting them through the components of that system; and
- Youth with disabilities, and students with disabilities, including their need for Pre-Employment Transition Services, an assessment of the needs for transition services, and the extent to which services provided are in coordination with the Department of Education, under IDEA.



## PROPOSED SCOPE OF WORK HIGHLIGHTS

- 2) Identify the need to establish, develop or improve Community Rehabilitation Programs within the state.
- 3) Findings and recommendations from this proposed CSNA are intended to inform the VR portion of the Unified State Plan and provide the SRC with data and stakeholder input related to VR program initiatives, gaps in service provisions, perceptions, and strengths of the agency.

- Propose using a multi-method approach beginning in November 2025 and ending with a final report in April 2026.
- **Appreciative Inquiry (AI) approach will be utilized**, which is a positive 'asset-based approach' focusing on the present potential of an organization, rather than the deficit-based approach of identifying problems and fixing them.



## PROPOSED SCOPE OF WORK HIGHLIGHTS

Key assessment questions for this CSNA are as follows:

- 1) What does the GVRA target and current population look like?
  - a) What is the prevalence and regional distribution of prospective and current GVRA clients?
  - b) What is the prevalence of selected GVRA target and current populations, including persons with the most significant disabilities, students transitioning from high school, and individuals with disabilities from racial/ethnic minority groups, persons who are currently underserved or unserved?



## PROPOSED SCOPE OF WORK HIGHLIGHTS

- 2) What are the primary barriers to employment for GVRA clients, and/or what are their service needs?
  - a) How do barriers to employment vary for selected subgroups, including the selected target populations (listed above)?
  - b) How are the service needs different for selected subgroups, including the selected target populations (listed above)?
- 3) What vocational rehabilitation services do GVRA clients need to support achievement of employment goals?
  - a) How can GVRA services best support client efforts to achieve positive employment outcomes?
- 4) What are the strengths of GVRA services?



## PROPOSED SCOPE OF WORK HIGHLIGHTS

- 5) What limits the accessibility and availability for prospective and/or current clients?
- 6) Are services adequately available to GVRA clients through vendors? How is the quality of services provided?
- 7) How do GVRA partnerships with outside stakeholders or organizations support high quality services?
- 8) What strategic changes to GVRA service provision, if any, are likely to improve employment outcomes for clients?



## PROPOSED SCOPE OF WORK HIGHLIGHTS

- The need assessment will help us gather information on the needs of stakeholders through collection and analysis of primary and secondary data. **The goal is to identify gaps between existing services and needed services.**
- Although this process collects information on stakeholder perception of service and system strengths, it does not evaluate service provision or system infrastructure. Evaluation of GVRA's service response to identified needs is outside the scope of this need assessment process.



# DATA COLLECTION

The methods that will be utilized to answer key assessment questions include, but are not limited to:

- 1) Review of existing, secondary data to conduct an environmental scan so as to identify the current picture within Georgia specific to:
  - Population demographics and projections,
  - Prevalence of disability
  - Labor market trends,
  - Economic trends
  - 2020 and 2023 CSNA
  - Employment service availability,
  - VR agency data and practice,
  - Entitlement beneficiary enrollment,
  - Workforce Development Program data and practice,
  - and other trends relevant to the CSNA;



# DATA COLLECTION

- 2) Collection of additional qualitative and quantitative data through:
  - Online surveys,
  - Stakeholder focus groups and
  - Key informant/stakeholder interviews to identify current perceptions, service needs, VR program strengths, and impressions related to implementation of VR program initiatives and collaborations;
- 3) Obtaining community input through town hall meetings.

Data Analysis will contain qualitative and quantitative data.



# QUARTERLY UPDATES

- Quarterly updates to the SRC along with written summaries in advance of the SRC meetings will be provided.
- The CSNA committee meets with the evaluators and GVRA staff monthly to review process, support outreach to networks and focus groups.



# FINAL REPORTING

- Summary of findings related to consumer satisfaction will be provided in advance of the final summary
- **A final CSNA narrative report will be provided by April 2026 consisting of:**
  - **An Executive Summary**
  - **Full report**
  - **Reporting of data**
  - **Noted strengths of GVRA**
  - **Recommendations**



## PROPOSED CONTRACT COST AND NEXT STEPS

- This proposed public service contract will be performed at a fixed rate of **\$160,000.00**
- Next steps for CSNA committee:
  - Review status of recommendations on 2023 CSNA Executive Summary
  - Review survey and focus group questions
  - Determine if new questions are needed for 2026
  - Meet with awarded survey team to develop plan for outreach



# QUESTIONS



# 121 Update of VR Services

## Peggy Venable



# GVRA Update

Jeff Allen, Provider Relations Administrator





- Impact of the Government Shutdown
  - Continue to monitor, but right now no changes to day-to-day business
- Status of public hearings
  - 7/23/25-8/23/25
  - Responses to public comments are posted on the GVRA website
  - Policy went live 10/1/25
- CSNA RFP update
  - Scope has been developed and sent to 5 universities and 5 consulting firms
  - Deadline to submit response is 10/31/25
  - Project is proposed to start 12/1/25
  - Final report due 8/2026
- Provider Updates
  - 164 total providers for FY26
  - Establishing communities of practice for direct service providers
  - Established KPIs



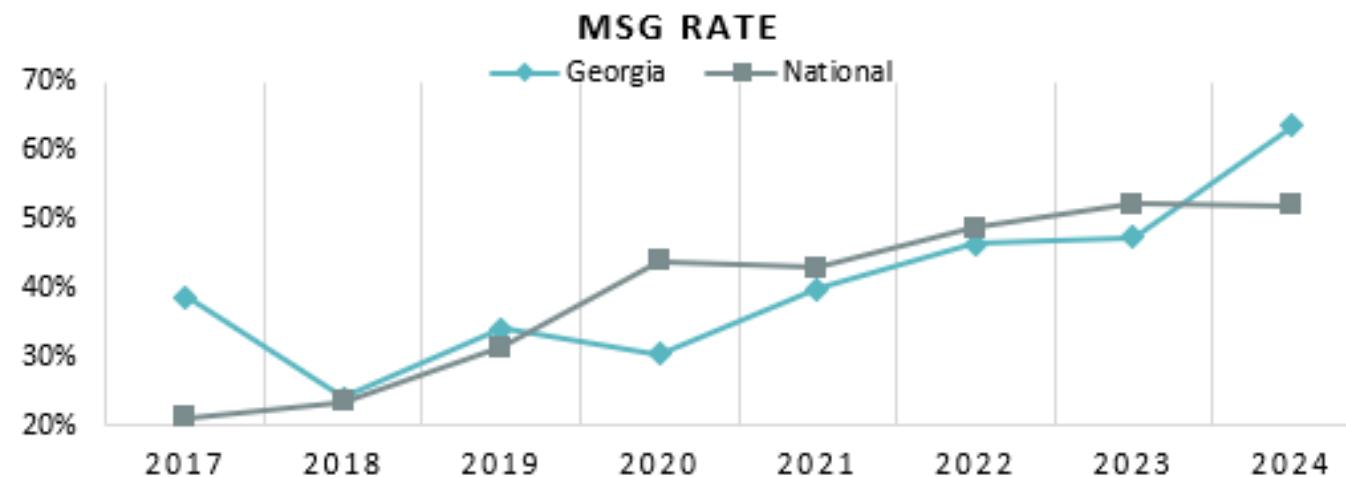
# Georgia Vocational Rehabilitation Agency GVRA Day at the Fair



- Approximately 800 Students Statewide
  - Students were exposed to careers and post-secondary opportunities in agriculture.
  - As well as hearing from speakers that included:
    - Central Georgia Technical College
    - Department of Natural Resources
    - Local 4-H Offices to Further Enhance the Purpose of the Day at the Fair

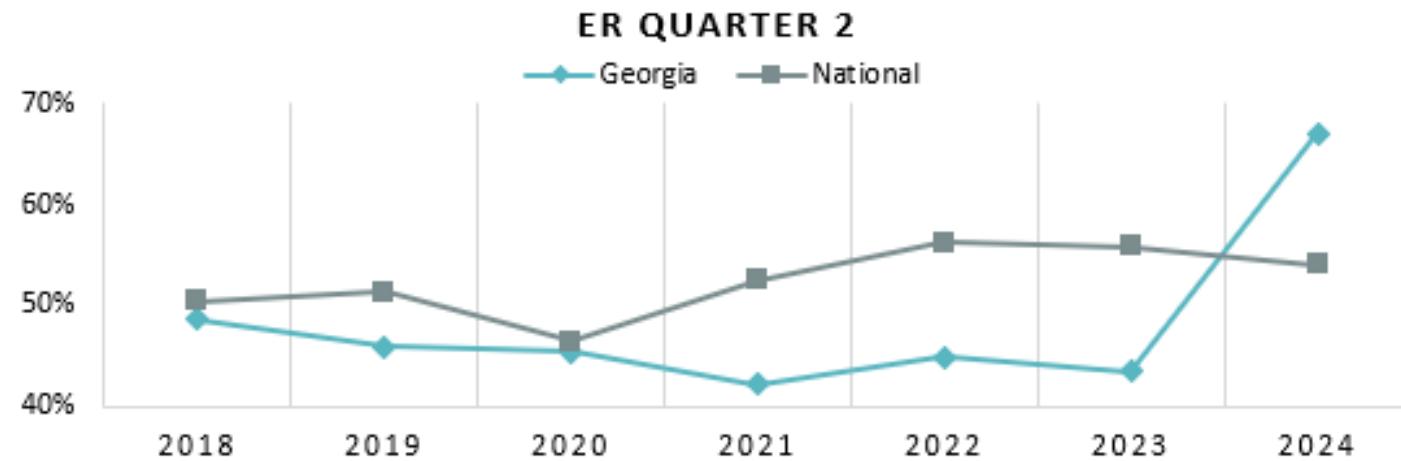


# Georgia Vocational Rehabilitation Agency Measurable Skills Gains



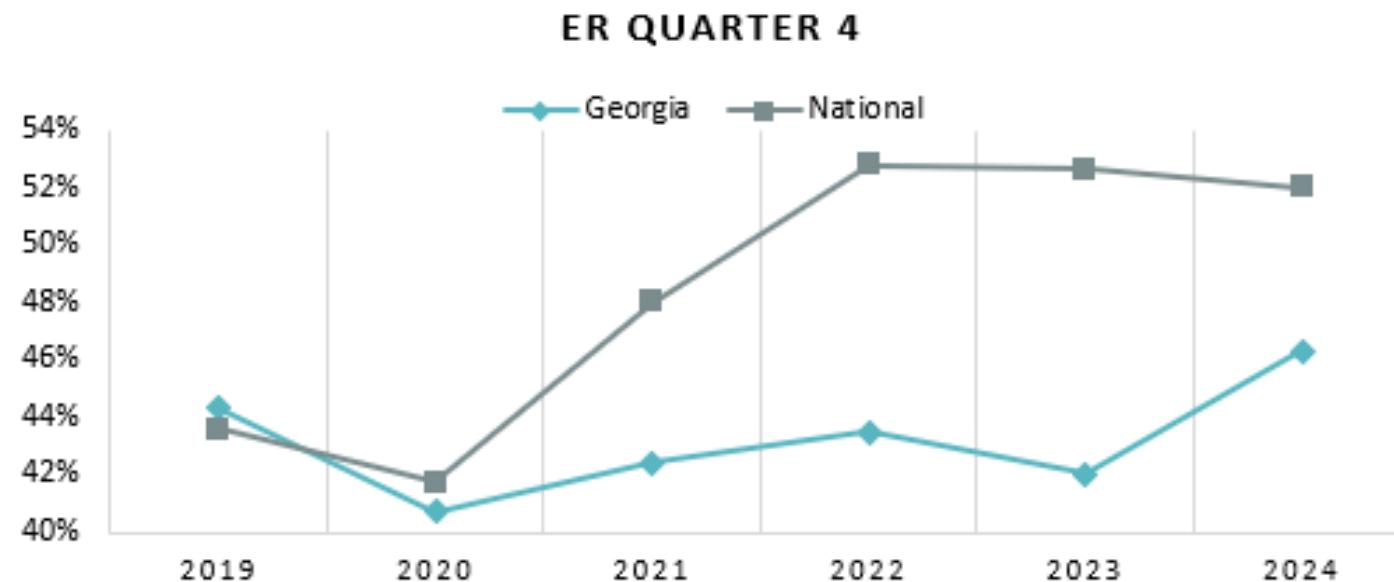


# Georgia Vocational Rehabilitation Agency Employment Rate: Quarter 2



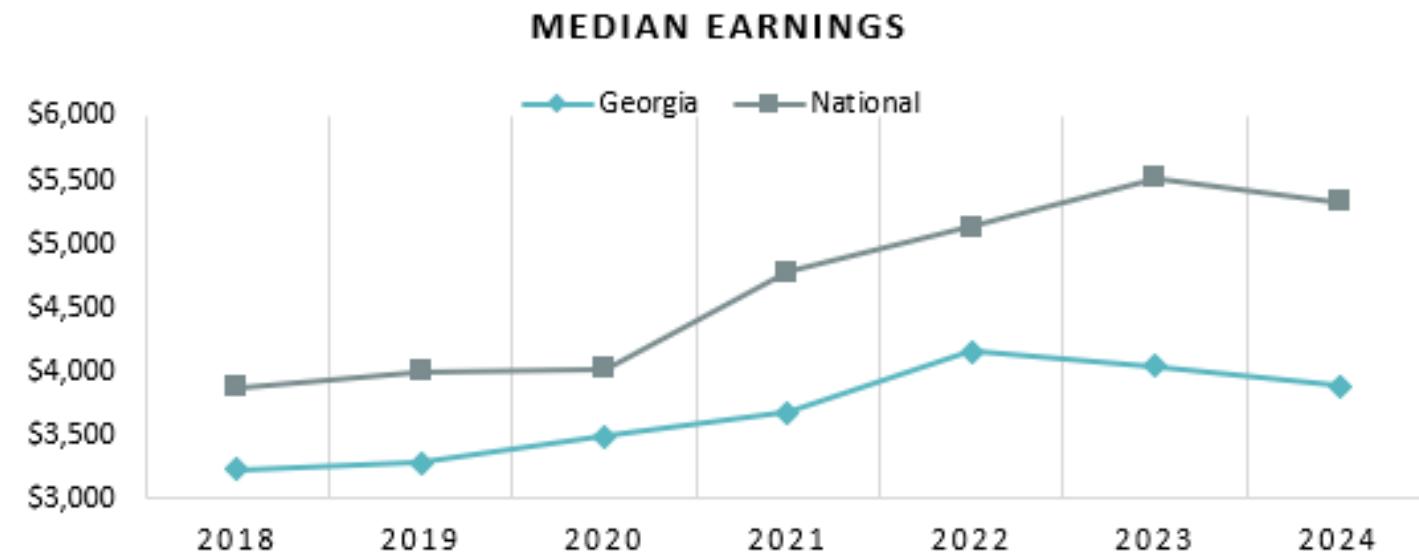


# Georgia Vocational Rehabilitation Agency Employment Rate: Quarter 4



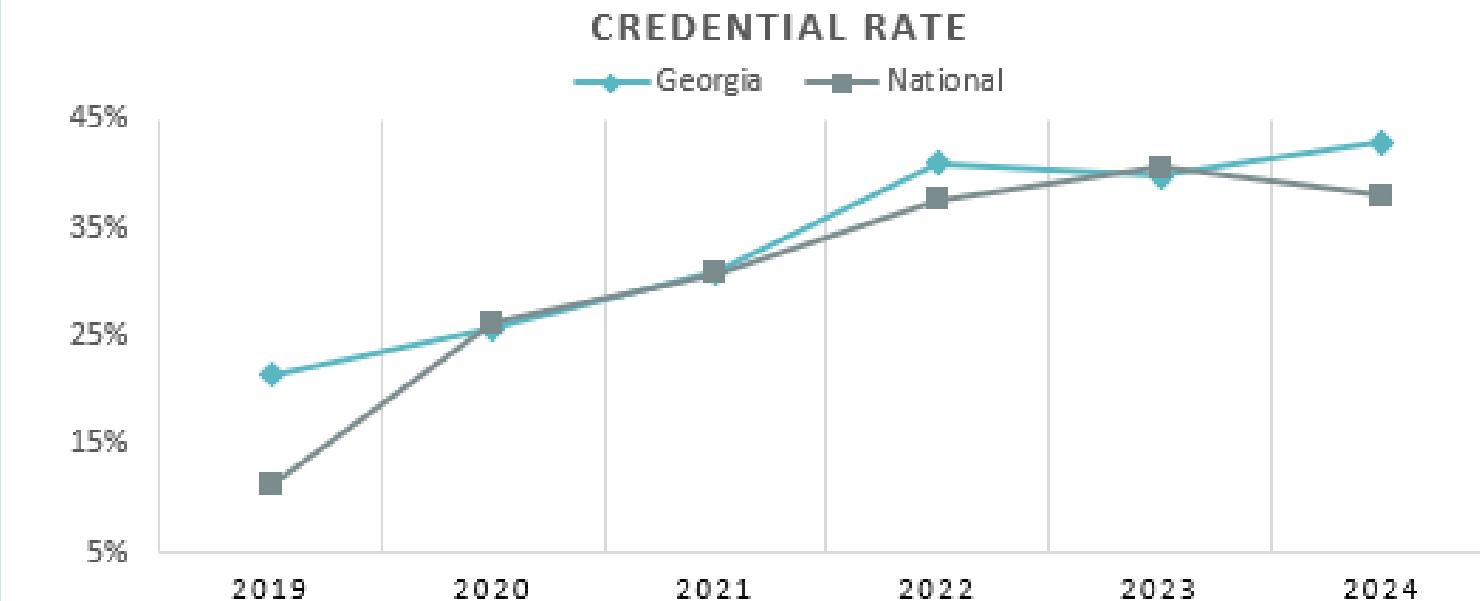


# Georgia Vocational Rehabilitation Agency Median Earnings





# Georgia Vocational Rehabilitation Agency Credential Rate



# FDRESA and GVRA Collaborative Provider Training

## Shelley Woodward & Heather Wolff-Holstein



# First District RESA & District 8 Pre-ETS Provider Training

• • •

State Rehabilitation Council Meeting Presentation  
Wednesday October 22nd 2025

Shelley Woodward, Southeast GLRS Coordinator

Heather Wolff, Transition Liaison, GVRA District 8

# First District RESA & District 8 Pre-ETS Provider Training

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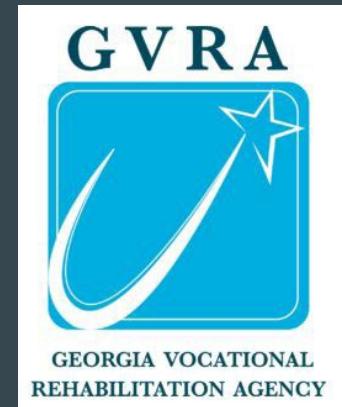


**SOUTHEAST GLRS**  
GEORGIA LEARNING RESOURCE SYSTEM

Shelley Woodward  
Coordinator  
Southeast GLRS

•••

Heather Wolff-Holstein  
Transition Liaison  
GVRA District 8

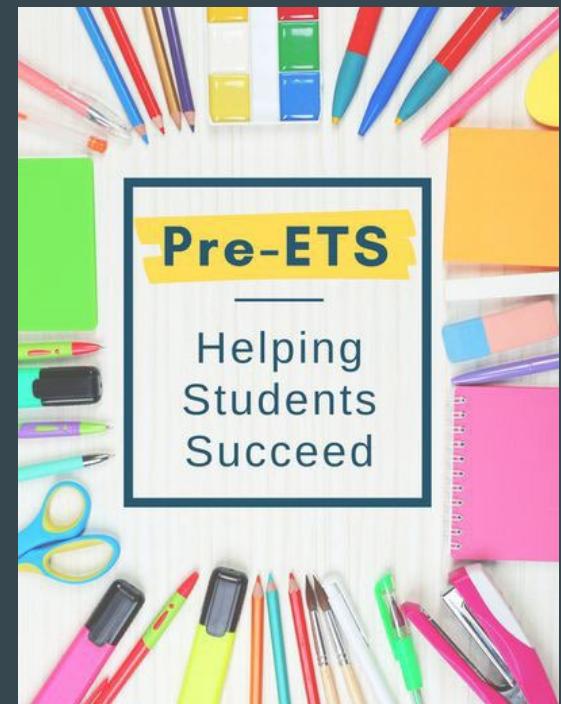


## Introduction of Training

# High Leverage Practices

## Pre-ETS Provider Training

### Series



## Recognizing Need for Training





# High-Leverage Practices

for Students  
with Disabilities

Revised and Updated



Council for  
Exceptional  
Children



CEEDAR  
CENTER

# What Are HLPs?

“A set of practices that are fundamental to support K–12 student learning, and that can be taught, learned, and implemented by those entering the profession.”

—Windschitl *et al.*, 2012, p. 880

# Features of HLPs

- Focus directly on instructional practice
- Occur with high frequency in teaching
- Research based and known to foster student engagement and learning
- Broadly applicable and usable in any content area or approach to teaching
- Fundamental to effective teaching when skillfully executed

Source: Council for Exceptional Children and CEDAR (2017).

Richard Woods, Georgia's School Superintendent | Georgia Department of Education | Educating Georgia's Future



# Session Topics

Session One (7/14/25): Building Collaborative Foundations

HLP 1 – Collaborate with Professionals and Families; Overview of Pre-ETS Services from GVRA; Overview of Disability Characteristics

Session Two (10/27/25): Enhancing Instructional Practices

HLP 16 – Use Explicit Instruction; Integration of HLPs 13, 15, and 18

Session Three (1/27/26): Fostering a Respectful Learning Environment

Focus: HLP 7 – Establish a Consistent, Respectful Learning Environment; Integration of HLPs 8, 17, 19, and 22

Session Four (4/27/26): Utilizing Assessment to Inform Instruction

Focus: HLP 6 – Use Student Assessment Data to Analyze Instructional Practices; Integration of HLP 4

**Join First District RESA in conjunction with  
District 8  
in a  
High Leverage Practice (HLP)  
Pre-ETS Provider Trainings**

About the Training:

A training designed for Pre-ETS Providers using High Leverage Practices (HLPs) to provide Pre-ETS providers with the strategies and approaches that have been identified as having a positive impact on student learning and achievement.

Who Can Attend:

Student Facing Staff from GVRA Pre-ETS Providers

Professional Learning Sessions:

Monday July 14<sup>th</sup> 2025 (Liberty Co. PAC)  
Monday November 24<sup>th</sup> 2025 (First District RESA - Metter, GA)  
Tuesday January 27<sup>th</sup> 2026 (Liberty Co. PAC)  
Monday April 20<sup>th</sup> 2026 (First District RESA - Metter, GA)

\*These sessions are in person 9 AM - 3:30 PM

Virtual Coaching Sessions

Monday December 15<sup>th</sup> 2025  
Monday February 23<sup>rd</sup> 2026  
Monday March 23<sup>rd</sup> 2026

Link will be sent via teams. Sessions scheduled from 3 - 4 PM

**Registration Link:**

[GVRA/GLRS Provider Training Registration](#)



# Session One Agenda



High Leverage Practice (HLP)  
Pre-ETS Provider Trainings

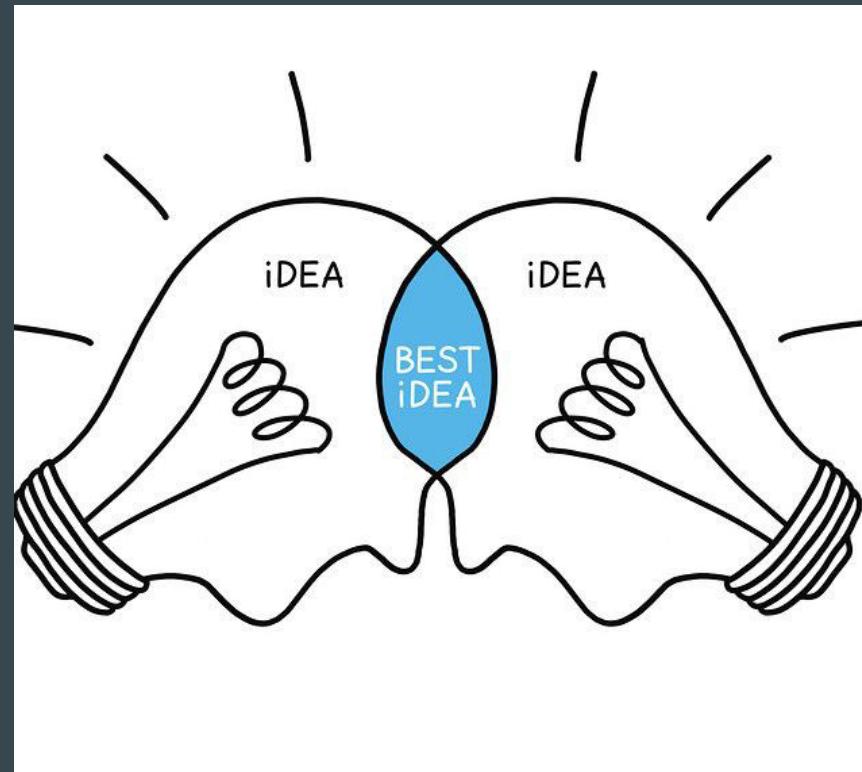
Session 1: HLP 1 Collaboration, GVRA Pre-ETS & Student Characteristics

July 14, 2025  
Liberty Co PAC  
9:00-3:30

9:00 Welcome  
9:15 Introductions and Check-In Activity  
10:00 HLP Overview  
10:15 HLP One  
11:00 Pre-ETS Overview  
12:00 Lunch  
1:00 Characteristics of Students with Disabilities  
3:30 Adjourn

## Collaboration GVRA & FDRESA

- Strong relationship between GVRA and SEGLRS
- Commitment to creating positive outcomes for students
- Willingness to try something new
- Collaborative spirit



## Barriers and Challenges



- Scheduling
- Central location
- Appropriate participants
  - Providers working with students
- Coaching/Office Hours

## Ultimate Goal of Training & Capacity Building



Equip providers with essential teaching skills to prepare students with disabilities for a successful transition out of high school.

- Adapt GaDOE's HLP training to fit GVRA providers
- Refine the training based on pilot feedback
- Share with GLRS/GVRA offices - train the trainer

# Thank You!

Questions?



Shelley Woodward, Southeast GLRS Coordinator  
[swoodward@fdresa.org](mailto:swoodward@fdresa.org)

Heather Wolff-Holstein, D8 Transition Liaison, GVRA  
[heather.wolff@gvs.ga.gov](mailto:heather.wolff@gvs.ga.gov)

# New/Old Business

## Julie Hardeman





- Proposed Meeting Dates for 2026
  - January 21, 2026
  - April 22, 2026
  - July 22, 2026 (virtual)
  - October 21, 2026
- RWS Graduation November 21, 2025
- Elections for 2026

# Public Comment

## Julie Hardeman

