

ARLINGTON COUNTY COMMUNITY SERVICES BOARD

Developmental Disability Committee

Monthly Meeting – September 2018

Department of Human Services

2100 Washington Boulevard

Sequoia Complex Building 1/Conference Room D

Arlington VA 22204

DATE/TIME: September 5, 2018 at 6:30 pm

CHAIR: Carol Skelly

MEMBERS (in attendance): Carol Skelly, Cherie Takemoto, Lucia Claster, Chuck Adkins-Blanch, Donna Budway, Nancy Tishman, Moira Saucedo, Lynne Kozma, and Barbara Jones; A quorum was satisfied.

MEMBERS (absent/excused): Ann Kelly, Alex Soroko, Casey Youman, Atima Omara, Alex Yellin,

ATTENDEES: Sylvia Orli; Arc of Northern Virginia Representatives Lucy Beadnell and Melissa House (Arc Intern); Staff representatives of service providers: Bethany Barr (Linden Resources), Terrell Jones (Community Residences, Inc.), Brenda Richardson (ServiceSource), Jacque Scholl (ServiceSource), Jennifer Cardona-Kellett (ServiceSource), Michelle Lotrecchiano (MVLE), and Pat Vinson (Job Discovery, Inc./JDI); and County staff: Deborah Warren (DHS/CSB Executive Director), La Voyce Reid (DHS/DDS Bureau Chief), and Penny Everline (Administrative Services Program Manage)

RECORDER: La Voyce B. Reid

Call to Order: Carol Skelly, Committee Chair, called the meeting to order at 6:30 pm

Minutes: June 6, 2018 Minutes were approved with one amendment: Page five under “Recommendations/Actions” change the beginning of the second paragraph to read, “*There was a further move and approval to request that the CSB . . .*” (Note: The italicized wording reflects the modified language.)

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
<p>Public Comments The Arc of NOVA</p>	<p>No public comments</p> <p>Ms. Lucy Beadnell distributed and reviewed a handout entitled, "The Arc of Northern Virginia's September 2018 Legislative Update" (Attached)</p> <p>Highlights include:</p> <ul style="list-style-type: none"> • State districts need to be re-drawn, mostly in the southern part of the state • October 9th – status conference with Judge Gibney (DOJ Settlement Agreement) is open to the public • Application period for the FY19 Individual and Family Support Program (IFSP) opens on October 10th. <p>See attached handout for additional highlights</p> <p>D. Warren, CSB Executive Director, added additional information pertinent to Medicaid Expansion here in Arlington County:</p> <ul style="list-style-type: none"> • Arlington DHS will be hiring an additional four (4) eligibility workers to accommodate the Medicaid Expansion; the added FTEs is added to the Sept. 22nd County Board agenda 			

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	<ul style="list-style-type: none"> • We estimate that 7,000 individuals will apply and anticipate enrolling approximately 3,000 • CSBs state funding is being cut in anticipation of added Medicaid revenue (to be generated by the expansion); the Arlington CSB will have \$600,000 cut from its FY19 budget and another \$1.3 Million cut from its FY20 budget. The cuts are based on an assumption that the CSBs will recoup the revenue through Medicaid Expansion. • The CSBs will absorb the vast majority of new enrollees as there are few private behavioral health services providers. 			
Customized Employment	<p>C. Skelly introduced this topic by explaining that the Committee needs to weigh whether or not to renew its request for funding customized employment. See C. Skelly's handout (attached) entitled, "Updated information on Customized Employment ~ Follow-up to Arlington DD Committee's FY2019 Pathways Funding Request ~for discussion September 2018" for further details.</p> <p>C. Skelly also shared that she and fellow CSB Board/DD Committee member, C. Takemoto, met with ServiceSource about Pathways during which time they learned about a</p>			

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	<p>number of changes affecting the (SS/customized employment) program.</p> <p>L. Reid, with input from Jennifer Cardona-Kellett (ServiceSource) gave a brief overview of the DARS Customized Employment training, which began in June 2018. There are similarities between the DARS' model and the Pathways' model. One significant different is that internship phase of the Pathway model does not align with the DARS' model.</p> <p>Questions to consider (as raised by Committee members and other participants):</p> <p>Q1: Who would we be serving and not serving if we proceed with Customized employment</p> <p>Q2: Should we discuss budgeting for graduates that want to work and do customized employment?</p> <p>Additional questions that we answered during the meeting:</p> <p>Q3: What does the County (DHS) currently cover?</p> <p>A3: We use local funding for job development and job coaching. We have used limited funding for one and two-day assessments; otherwise, this is the</p>	<p>C. Skelly proposed next steps as:</p> <ul style="list-style-type: none"> • Look at people who want to work, according to the FY18 DHS employment study; how many of this number could we support under customized employment using existing resources? What can we learn about people we are not able to serve? 		

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DD Committee Fall Scheduling	responsibility of Arlington Public Schools (APS) for new graduates. Committee discussed recommendations for the fall DD Committee agenda.	<p>The following agenda topics were recommended and approved by the Committee:</p> <p>October meeting is moved to October 10th due to staff attending the VACS conference the first week in October. The agenda topics for this meeting include: further discussion on customized employment; Day Support; and an update on self-directed services (SDS).</p> <p>November meeting: joint meeting with other CSB Committees to discuss Autism and Mental Health Crisis. The November meeting will be held on Thursday, 11/8 at 6:30 pm in the Auditorium.</p> <p>December meeting (12/5): DD Committee Budget priorities and recommendations</p>		

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
DD Waiver Priority Screening/Slot Allocation/WSAC	This agenda item was not covered in full detail due to time constraints. L. Reid did advise that she plans to pull together a list of Frequently Asked Questions (FAQs) covering these topics and intended for Arlington individuals on the DD Waiver waitlist.	January 2019: No meetings, unless the Committee later determines a meeting is needed. February 2019 – June 2019 TBD	L. Reid	N/A
Staff Updates:	Due to time constraints, there were limited oral staff updates; however, L. Reid did provide a brief update on accident procedures for Diamond Transportation Services. Please see "Accident procedures for DTS Dispatch" and "Accident procedures for DTS Drivers" handouts (Attached)			
Committee Chair Update(s)	Due to time constraints, there were no oral Chair updates; however, please see written "Chair notes for 9-5-19 DD Meeting" (Attached)			
Vendor Updates	DD Committee Member, D> Budway, shared that Sparc was deemed an "essential program." Further, she shared, the program has permanent space at Arlington Mills, room 421. .			
New Business	No new business			

The next regular DD Committee Meeting is scheduled for **Thursday, November 8, 2018 at 6:30 pm**
2100 Washington Blvd., Lower Level, Auditorium, Arlington, VA 22204

The Arc of Northern Virginia's September 2018 Legislative Update

General Assembly

- Medicaid expansion is in the works
- 1,600+ Waivers over the biennium
- Districts ruled unconstitutional and need to be re-drawn by October
- Greg Habeeb (delegate from SW Virginia) retired and seat to be up on 11/6/18 ballot

Department of Behavioral Health and Developmental Services and DMAS

- HIPP plans will no longer be excluded from CCC Plus Managed Care, most likely in the next year
 - <https://www.youtube.com/watch?v=KQweJ1A77wk&t=1s>
- CCC Plus Waiver now must use EPSDT rules/process for requesting personal care, assistive technology, and nursing services
 - <https://www.youtube.com/watch?v=kfRQ2wntlbs>
- Individual and Family Support Program starting again on October 10th, but you can complete the application and save it starting September 10th <https://ifsponline.dbhds.virginia.gov/>
- Approximately 28 people are still on statewide waiting lists for “reserve” waiver slots, which allows for the move from one Waiver to another. 25 slots were funded this year. Future regulations may allow “turnover slots” to go to this group.
- October 9th status conference with Judge Gibney will be open to the public
- Electronic Visit Verification should be in place for consumer directed services by January 2019 and agency directed services by July 2019

Other News

- September 27th workshop/webinar on raising employment expectations <https://thearcofnova.org/programs/transition/transition-points-workshops/>
- October 25th webinar/workshop on Disability and Trauma- <https://thearcofnova.org/programs/info-referral/ds-ls-workshops/>
- Online resource library- <https://thearcofnova.org/programs/transition/transition-points-workshops/>

Accident procedures for DTS Dispatch:

If a driver calls in to notify you of an accident the following procedures must be followed by the person taking the call.

1. Ask if everyone is all right.
2. Advise driver to call 911 and request EMT's. (Tell 911 riders have developmental disabilities.)
3. Ask if the vehicle is drivable and located in a safe place.
 - a. If not drivable call Springfield Wrecker (703 569-0550)
 - b. If drivable, advise driver to move vehicle to a safe location if necessary.
 - c. Once the vehicle is in a safe place, ask driver how many, and what passengers are on the vehicle
4. Notify Manager on Duty as well as Safety Manager (Bianca Carmichael (703) 851-7766)
5. If there are any passengers on the vehicle or route timing will be affected, we must notify the customer within 10-15 minutes of accident. **You must speak with someone, messages are not acceptable.** Contact phone #'s are in the Emergency Response Guide at your desk.
 - a. **Arlington STAR** (703) 892-8747 Sabrina Brown
 - b. **Arlington CSB**
 - i. (703) 228-1704 Elizabeth Cannon (if unavailable, call next)
 - ii. (703) 228-1717 Jennifer McKinney Acheson (if unavailable, call next)
 - iii. (703) 228-1700 ask for DD Duty worker (Must be a live person, no voicemails)
 - c. **Fairfax CSB** (703) 324-4404 Philip Stamps
 - d. **Alexandria DOT** (703) 746-4079 Robert Fulk
 - e. **AADC 1108 Jefferson St** (703)746-5676
6. DTS Manager on Duty will assign someone to contact family members of any passengers on board. All families/group homes must be contacted, within 30 minutes or sooner, advising of the accident, known injuries and status of route. (Estimated ETA's)

Accident procedures for DTS Drivers:

If you are involved in an accident you must do the following:

1. Keep calm, and ask if everyone is all right.
2. Call 911 and request EMT's. (Tell 911 riders have developmental/physical disabilities.)
3. If the vehicle is drivable move it to a safe location.
4. If vehicle is not drivable, move clients to a safe location away from traffic.
5. Call Dispatch:
 - a. Advise them of accident and location.
 - b. Advise dispatch of any passengers on the vehicle.
6. When EMT's arrive have them check passengers for injuries. (Advise them that riders may have developmental/physical disabilities)
7. Exchange information with other involved parties.
8. Take pictures of accident scene, not just of damage to vehicles.
9. Wait for Road Supervisor or Manager to report to scene. They will advise on how route is to be completed.
10. Upon return to base:
 - a. Complete accident report
 - b. Meet with Road Supervisor or Manager to go over accident package.

Chair notes for 9-5-18 DD meeting

Employment developments:

- (1) Pathways is phasing out;
- (2) We may want to move away from the paid internship component due to the expense and the outcomes Service Source has experienced.
- (3) At the same time, DARS is stepping up and has adopted the concept of supporting CIE, at least in principle. Two problems: (1) their lists are currently closed and (2) they haven't established their CIE procedures and reimbursement rates.
- (4) With DARS closed, the State has made some employment services available to waiver-holders at the individual supported employment (ISE) rates.

Questions/next steps on employment:

Given current and projected sources of support, about how many people could be provided customized employment services in FY 2019 and FY 2020 without asking for additional county funding? (staff could be asked to report this at a later meeting)

Is the Committee willing to recommend that those with the lowest projected resource needs for CIE job placement be served first?

Can funds for CIE be included in the base budget when costs are projected for those "graduates" who want to work?

Which categories of individuals seeking employment have the greatest unmet needs for customized employment under the current DARS and waiver funding streams (e.g., those on the waiver wait list, those with behavior support needs?)

For discussion at a later meeting:

Does the committee want to explore options for providing a broader spectrum of employment options, including volunteer work and group supported employment?

**Updated Information on Customized Employment
Follow-Up to Arlington DD Committee's FY 2019 Pathways Funding Request --
for discussion September 2018**

Pathways Status and Interim Results (as reported by ServiceSource)

- The Pathways to Careers Initiative is a multi-state study using a customized employment approach that includes job discovery, customized job development processes, and systematic instruction techniques, plus paid internships, with random selection of participants. ServiceSource in Oakton, Virginia is one of the national Pathways implementation sites.
- Source America grant funding for Pathways is phasing out and will continue to phase out over the next few years.
- Most Pathways participants have opted for part-time employment. Pathways participants are averaging about 18 hours/week in internships and 29 hours/week in employment.
- About 25 percent of Pathways participants also receive day support. All of the individuals receiving day support have chosen to remain in day support during the internship phase. ServiceSource staff project that, of Pathways participants receiving day support, about 60 percent will want to continue attending day support approximately 2 days/week once they become employed.
- Pathways does not rule out any participant, regardless of level of disability. Of the 24 participants served so far, only 3 have decided not to pursue employment: one individual left Pathways to attend a substance treatment program outside of the area we serve. One individual was in and out of mental health crisis for over a year, so she is being transitioned back to CSB vocational services as these services are more flexible than CE job development. One family decided that working in a non-group-supported placement would not be appropriate due to safety and other concerns.
- Pathways (or customized community integrated employment) may not be for everyone based on the person's preferences. Some families and individuals continue to be very interested in group supported employment, but this is no longer an option that can be supported through employment services funding because of Employment First. Individuals who need ongoing monitoring for safety and other behaviors but do not have funding for an aide or other needed supports may also face challenges in supported and/or customized employment in an individual setting vs. a group setting.
- Paid internships in the DC area have been less successful in securing permanent employment than at other Pathways sites. ServiceSource staff hypothesize that, in this area, internships are considered to be temporary jobs that can be replaced by other interns and/or are not jobs the company is willing to pay for on a long-term basis. Elsewhere, the internship is a trial work period that allows the intern and employer to determine if there is a good fit before the employer and intern commit to an ongoing

position paid by the employer. The Marc Gold and Griffin Hammis models for customized employment don't include paid internships.

ServiceSource Transitions from Pathways

- As the Pathways project transitions to local funding, ServiceSource is moving toward a referral-based program for future clients requesting customized employment.
- ServiceSource is exploring a concept called "Braided Funding". This includes DARS, waiver or local CSB funding/services, but also might include a behavioral specialist going with the job developer to analyze that job setting and recommending ways for the client to be more successful.
- ServiceSource is continuing to explore how to make the waiver funding work, as well as pursuing grant funding and natural workplace supports.
- Neither DARS nor waiver will fund paid internships; ServiceSource may seek other grants for this - will probably be applied on a selective basis.

DARS Developments and Barriers

- Currently the Virginia Department of Aging and Rehabilitation Services (DARS) is considering setting rate structures for Job Discovery, Job Development, and Employment Supports for customized employment. DARS does not typically fund long-term supports for CSB clients.
- DARS has been conducting training on customized employment. La Voyce Reid has participated in the training along with many service providers.
- There is currently a wait list for all DARS categories. Individuals can still apply for DARS services and go through the eligibility process (which may or may not involve assessments). After the individual has been deemed eligible, they will go on the wait list for services.
- DARS is starting to offer pre-employment transition services for clients enrolled in any educational program (Pre-ETS explained by Jessica Stehle at the DD Committee April Meeting.) However, it is not clear whether they will offer customized employment as a part of the Pre-ETS services package.
- While DARS says that they will accept anyone who wants to work, regardless of the level of disability, it is not clear whether they will serve everyone who requests employment support. It is also not clear if DARS will continue to use situational assessments to deem eligibility for individuals who would be best suited for customized employment.

Waiver Developments and Barriers

- The State has put out a memo authorizing waiver funding for services for those on the DARS waiting list (without having to go through the steps of being turned down for funding).

- All Waivers (Building Independence, Family & Individual, Community Living) will pay for “Individual Supported Employment,” and can cover all aspects of the customized employment model (excluding internships) at the rates set by DARS, if DARS funding is not available. (In addition, the Fairfax County CSB has been willing to use local funding for job development and job coaching services on a case-by-case basis for clients without waiver funding. In cases where local funding has been approved, Fairfax pays for contracted services at the DARS rate.)
- The Family & Individual and Community Living Waivers will also fund “workplace assistance” to manage the ongoing personal or behavioral support of a worker, but there is a concern that the rate is too low to hire a person in this position. It may also be possible to use Companion, Personal Assistance Services, and Consumer directed services (available for FI and CL waivers) to provide supports the person needs to be successful in the workplace, but that are not related to job tasks. Individuals who need ongoing monitoring for safety and other behaviors but do not have funding for an aide or other needed supports may also face challenges in supported and/or customized employment in an individual setting vs. a group setting. The use of personal assistance hours on jobsites may conflict with the need for individual support outside of work hours.
- The waiver cannot pay concurrently for the same hours for day programs or residential support and employment services, so if a client is in a day program and/or a group home, it is not clear how the job discovery/development processes would be funded. These services are typically more intensive than can be provided under the waiver day or residential program reimbursement rates. They require observation and interviews of clients in their day and residential settings, resulting in duplication of hours billed.

Opportunities and Questions for Exploration by the Arlington CSB

- What are the options to offer customized employment services to Arlington participants without asking the County Board for additional funding? Could existing funding and provider contracts be used to serve at least some individuals, e.g., waiver-eligible and/or those willing to give up some day support hours in order to receive employment support, or those willing to use personal support attendants on the job?
- Can Arlington fund job discovery and job development from local funds for the new school system “graduates” who have prioritized employment (if they cannot access DARS and do not have waiver)?
- What are the opportunities to offer customized employment to clients who might have adequate Waiver or DARS funding? Are there gaps?
- With funding defaulting to waiver because DARS has closed services to new clients, it may be individuals without waiver who have the most serious unmet needs.
- Can unmet needs be identified now, or do we need to wait for DARS to publicize its rates and procedures for customized employment? When is this likely to happen?

Arlington County Department of Parks and Recreation

Therapeutic Recreation (TR) Office

Community Services Board (CSB) September 2018

**Come
Play
With Us!**

How to Contact TR

Unit Manager

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703-228-4741
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Program Support Coordinator

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Kristin Wilcox, CTRS
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Office Location

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TTY: Relay 711

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Therapeutic Recreation. We
post our most current program
information.

New Happenings in TR office

Kristin Wilcox will be leaving our office for a new adventure in Tennessee. Please congratulate her on an amazing year with our office and on her new adventure. We will be recruiting for a new Programmer soon.

Adapted Classes

TR Programmer: Kristin Wilcox

Fall Enjoy Arlington Online Registration is now open. <http://parks.arlingtonva.us/>

- Classes begin the week of September 16
- We are always open to suggestions and ideas. Please let us know what it is you are interested in.

The following classes still have openings!

- JCC Social Skills Classes (Lets all Play and Friends classes). Ages 6-12. Call directly to register 703-537-3032 or arlene.lechner@jccnv.org

DPR CLASSES	ACTIVITY #	OPENINGS
Arts & Crafts - Beginner's	#102005A	4
Dance Aerobics	#104005 A	2
Arts & Crafts - Advanced	#102006 A	1
Gymnastics: Parent/Tot Adapted	#110520 A	6
Adapted Yoga for Adults	#104010 A	5
Fun & Fitness - Oct	#104003 A	9
Fun & Fitness - Nov	#104003 B	10
Fun & Fitness - Dec	#104003 C	10

Looking Ahead

- Enjoy Arlington Winter Catalogs will be in homes the week of Thanksgiving. Winter Class registration will begin Wednesday December 5th at 7am, Classes begin January 13th.

Family Fun Night Update

TR Programmer: Cat Trovato

This drop-in program will be offered on 1st Fridays of the month October- May. This year kicks-off with a 'SPOOKTACULAR' Event on October 5 from 6:30-8:00pm. \$2.00/person. This kick-off will include a Moonbounce, practice trick or treating for a small trinket (not candy), arts, games, etc. Back by popular demand! - Costumes encouraged. Fun for the entire family! This will be Kristin Wilcox's last event, please come out to wish her well in her new adventures in Tennessee.

Social Clubs

TR Programmer: Katie Salyers

Each social club offers 2-3 activities per month ranging from social gatherings to community trips, volunteer experiences, performances and more. Please contact the TR Office at TRinfo@arlingtonva.us or 703-228-4740 to schedule an intake interview. Annual Membership Fee: \$45. Trip Fees are additional.

- Teens Going Places (ages 12-17)
- Young Adults Going Places (ages 18-29)
- Adults Going Places (ages 30+)

~TURN OVER FOR MORE PROGRAM OFFERINGS~

Therapeutic Recreation (TR) Office

Community Services Board (CSB) Narrative October 2018

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Do you like TR? Then please "like" Arlington County Therapeutic Recreation. We post current program information

County-Wide Events- Free!

TR Programmer: Katie Salyers

On Saturday, October 20 from 11am-2pm we will be teaming up with our colleagues in other units to offer an all ages Zombie Fun Run and Survival Zone Party at Bon Air Park. Come out to participate in a spooky fun run full of obstacles and optional extra spooky zombie zones! Waves will start every 15 minutes. Don't want to run, no problem! Join us at the after party to create your own zombie, face painting, moon bounces, and more! <https://parks.arlingtonva.us/events/dpr-zombie-fun-run/>

Volunteer Club- Free!

TR Programmer: Katie Salyers

Open to social club members ages 13+. Rather volunteer at the event listed above? We will be offering a supported opportunity County-wide events. The first one is the Zombie Fun Run and Survival Zone Party at Bon Air Park. For these opportunities listed, we request that family members, group home staff and/or personal aides provide any 1:1 support needs during event. We will provide the logistical support, coordination, planning and structure to support these volunteering opportunities. Call 703-228-4738 or ksalyers@arlingtonva.us for more information.

- Saturday, October 20 from 11am-2pm* Zombie Fun Run, Bon Air Park*
- Saturday, January 19 from 11am-2pm* Paint, Build Create, Fairlington CC*
- Saturday, April 20 11am-4:30pm* Arlington Palooza, Alcovia Heights*

*Times and locations are subject to change. Times listed are the approximate times of the actual event. Volunteering efforts may be needed before or after the event.

Inclusion Supports for Enjoy Arlington Classes

TR Programmer: Cat Trovato and Robyn Mitchell

Modification requests can be made in advance to enable us to plan for the best type of support or assistance. Based on requests, demonstrated need and available resources, we can provide various inclusion support for participants with disabilities enrolled in a general recreation programs offered in the Enjoy Arlington Class Catalogue (EACC). We do not have access to rosters when contractors do their own camp registrations however, we can also offer consulting support for contracted programs offered in the EACC. Please make sure to contact the contractor directly with any modification requests you have and then let us know once you have signed up. With your written permission we can send along any modification support plans we have on file at your request.

Visit our website for more programs and information:
<http://parks.arlingtonva.us/therapeutic-recreation/>