

14th Annual Summit on Performance Management



Agenda-At-A-Glance - August 28-30, 2023

Monday August 28, 2023	
8:00 am	Conference Registration, Check-in, Conference Lobby
8:30 am -9:00am	Networking and Coffee, Conference Lobby
9:00 am - 9:15 am	HireAbility Vermont Welcome
9:15 am - 9:30 am	Summit Navigators Welcome
9:30 am -11:00 am	Keynote: Dr. Michael Morris “If only terrific ideas were enough”
11:15 am -12:15 pm	Concurrent Presentations Session 1 (Track 1; Track 2; Track 3)
12:30 pm -2:00 pm	Lunch
2:00 pm -3:15 pm	Concurrent Presentations Session 2 (Track 1; Track 2; Track 3)
3:30 pm - 4:15 pm	Roundtable Conversations 1
4:15 pm - 5:00 pm	Roundtable Conversations 2 (Networking Activity)
5:00 pm -	Enjoy Exploring Burlington!

(mountain clipart by vecteezy.com)



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Tuesday August 29, 2023

8:00 am - 8:30 am	Conference Registration, Check-in, Conference Lobby
8:30am -9:00 am	Networking and Coffee, Conference Lobby
9:00 am -10:30 am	Keynote: Dr. Donna Mertens
10:45 am-12:00 pm	Concurrent Presentations Session 3 (Track 1; Track 2; Track 3)
12:15 pm -1:45 pm	Lunch
2:00 pm - 3:15 pm	Concurrent Presentations Session 4 (Track 1; Track 2; Track 3)
3:30 pm - 4:15 pm	Roundtable Conversations 2
4:15 pm - 5:00 pm	Roundtable Conversations 3
5:00 pm - ?	Enjoy Exploring Burlington!



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Wednesday August 30, 2023

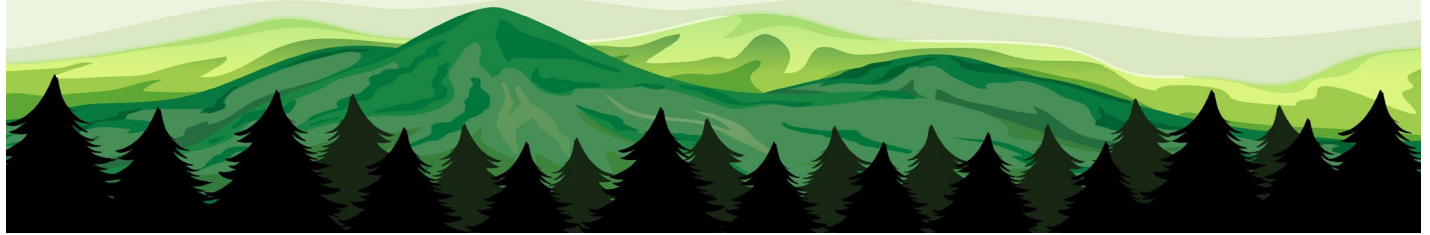
8:30 am -9:00 am	Networking and Coffee, Conference Lobby
9:00 am -10:15 am	Concurrent Presentations Session 5 (Track 1; Track 2; Track 3)
10:30 am -11:15 am	Roundtable Conversations 4
11:30 am -12:00 pm	Conference Adjournment and Takeaways

Concurrent Presentation Sessions (presentation scheduling will be updated by the end of June and may be subject to change):

1. Implementing and evaluating a statewide system of credentialed training opportunities to help youth and adults with disabilities gain skills and enter high wage employment: early lessons from the Vermont Career Advancement Project (VCAP)- Dr. Ben-Shalom Yonatan, Mathematica; Emily Shiels, HireAbility Vermont.
2. What Are the Effects of Pre-employment Transition Services for Students with Disabilities? Results from a VR Agency Model Demonstration and a National Assessment of Youth Receiving SSI- Todd Honeycutt, Mathematica; James Smith, HireAbility Vermont.
3. Using the new RSA quarterly data dashboards to review VR agency progress and identify agency strengths and weaknesses- Andrew Grey, Idaho Division of Vocational Rehabilitation.
4. Leveraging field-based qualitative focus groups to inform priorities and process improvement, or, Festivus: a practical tool for staff driven identification of excessive controls- Matt Markve, Idaho Division of Vocational Rehabilitation



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5. Ethical Performance Management in VR: Pandemics impact on state VR services: A mixed method study- Charlie Bernacchio, Univ of Southern Maine; Michael Accordino, Springfield College; Gina Oswald, Cornell University
6. Employer Engagement and Ethical Considerations: Using an Ethical Decision-Making Model to Evaluate Dilemmas- Cecilia Gandolfo, Institute for Community Inclusion, UMASS-Boston; Russ Thelin, Institute for Community Inclusion, UMASS-Boston.
7. Presenting Data Across Agencies: Minnesota's Youth Outcomes Dashboard- Carrie Marsh, Minnesota Department of Employment and Economic Development (DEED)- Vocational Rehabilitation Services (VRS); Alyssa Klein, Minnesota Department of Employment and Economic Development (DEED)- Vocational Rehabilitation Services (VRS)
8. Using Data to Inform Resource Decision-Making: Building Resource Allocation Models (RAM), with Michigan Rehabilitation Services examples - Mark Noyes, Public Consulting Group
9. Evaluation of Counselor Turnover in State VR Agencies: Assessing Personnel Needs Discussion- Scott Sabella, University at Buffalo
10. Characteristics, Service Use and Employment Outcomes of Young Adults on the Autism Spectrum Who Engaged with Vocational Rehabilitation Services from 2017 to 2020 – Marisa Shenk, Mathematica
11. Balancing your KPI's for Program Improvement (Key Performance Indicators and Key People Indicators)- Russell Thelin, Institute for Community Inclusion, UMASS-Boston.
12. VRTAC-QM & VRTAC-QE (Topic TBD); Rachel Anderson, VRTAC-QM; Dr. Emily Brinck, VRTAC-QE, University of Wisconsin-Madison



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Roundtable Discussions:

- WIOA state plan target negotiation: Methods and evolution of establishing expected levels of performance.
- Collection and reporting of Pre-ETS services (and other no-cost services)
- Additional roundtables “to be determined.”

Keynote Presenters:

Dr. Michael Morris, Professor Emeritus

Dr. Michael Morris is Professor Emeritus of Psychology at the University of New Haven. His 1993 study, “Program Evaluators and Ethical Challenges” (published in *Evaluation Review*), was the first national survey to examine the ethical conflicts faced by evaluators in the United States. A former chair of the American Evaluation Association’s Ethics Committee, he edited the Ethics Column of the *American Journal of Evaluation (AJE)* from 1998 to 2004 and served as *AJE*’s Associate Editor from 2010 to 2013. Dr. Morris was a member of the Task Force that revised the American Evaluation Association’s *Guiding Principles for Evaluators* in 2018, and for many years served as an evaluator for the Commission on Institutions of Higher Education of the New England Association of Schools and Colleges (now the New England Commission of Higher Education). In 2017 he received the Outstanding Educator Award from Division 27 (Community Psychology) of the American Psychological Association.

Dr. Donna Mertens, Professor Emeritus

Dr. Mertens is a past president of the American Evaluation Association and served as the editor for the *Journal for Mixed Methods Research* for five years. The primary focus of her work is transformative mixed-methods inquiry in diverse communities that prioritizes ethical implications of research and evaluation in support of human rights and social justice. Her recent books include *Mixed Methods Design in Evaluation*, *Program Evaluation Theory and Practice: A Comprehensive Guide (2nd ed.)* (authored with Amy Wilson), *Transformative Research and Evaluation* and *The Handbook of Social Research Ethics, Research and Evaluation in Education, Psychology: Integrating Diversity with Quantitative, Qualitative, and Mixed Methods (5th ed.)*.

