

| Board Office Use: Legislative File Info. | |
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| File ID Number | 25-0040 |
| Introduction Date | 3/12/25 |
| Enactment Number | |
| Enactment Date | |



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Sondra Aguilera, Chief Academic Officer
Jennifer Blake, Executive Director Department of Special Education
David Cammarata, Director of Special Education Related Supports and Services

Meeting Date March 12, 2025

Subject Quality Incentive Program- Employment Capacity Incentives

Ask of the Board Acceptance by the Board of Education, on behalf of the District, of \$60,000.00 in Incentive Payment for 20 (\$3,000 each) District employees having completed training, in between the dates of July 1, 2022, and June 30, 2024, and received Certification in the CA Department of Developmental Services Quality Incentive Program, designed to improve consumer outcomes, service provider performance, and the quality of services, for pupils with Intellectual and Developmental Disabilities, enrolled in District's Special Education Program, provided in conjunction with the Association of Community Rehabilitation Educators (ACRE).

Background

The Department of Developmental Services, in coordination with Regional Centers across the State of California, implemented a voluntary Quality Incentive Program (QIP) for service providers designed to improve consumer outcomes, service provider performance, and the quality of services provided to young people with Intellectual and Developmental Disabilities.

Discussion

Twenty educators in the Oakland Unified School District participated in the ACRE Customized Employment training through Indiana University. This was an 8-week, comprehensive online training that shares the foundation, techniques, and effective strategies necessary for supporting job seekers with disabilities.

Fiscal Impact

An incentive payment of \$3,000 for the service provider (OUSD) for each employee who became certified in ACRE Basic Customized Employment Services.
No additional fiscal impact on the District.

Attachment(s)

- Department of Developmental Services Memo regarding the Quality Incentive Program from September 23, 2022
- Department of Developmental Services Memo regarding the Quality Incentive Program- Employment Capacity Incentives from July 14, 2023
- Enclosure shared with the Department of Developmental Services identifying the OUSD employees that became ACRE certified within the time periods outlined by the Department of Developmental Services

OUSD Grants Management Face Sheet

| | |
|--|--|
| Title of Grant: Quality Incentive Program- Employment Capacity Incentives | Funding Cycle Dates: July 1, 2022 - June 30, 2024 |
| Grant's Fiscal Agent: (contact's name, address, phone number, email address) State of California, Health and Human Services Agency 1215 O Street, MS 9-90 Sacramento, Ca 95814 (833)421-0061 | Grant Amount for Full Funding Cycle: \$60,000.00 |
| Funding Agency: Department of Developmental Services | Grant Focus: The satisfaction of individuals with Developmental and Intellectual Disabilities with their employment supports and placement in competitive and integrated employment opportunities and activities. |
| List all School(s) or Department(s) to be Served: Department of Special Education and the Young Adult Program | |

| Information Needed | School or Department Response |
|--|--|
| How will this grant contribute to sustained student achievement or academic standards? | Twenty educators in the Oakland Unified School District participated in the ACRE Customized Employment training through Indiana University. This was an 8-week, comprehensive online training that shares the foundation, techniques, and effective strategies necessary for supporting job seekers with disabilities. |
| <p>How will this grant be evaluated for impact upon student achievement?</p> <p>(Customized data design and technical support are provided at 1% of the grant award or at a negotiated fee for a community-based fiscal agent who is not including OUSD's indirect rate of 4.22% in the budget. The 1% or negotiated data fee will be charged according to an Agreement for Grant Administration Related Services payment schedule. This fee should be included in the grant's budget for evaluation.)</p> | The desired outcome is that individuals with Intellectual and Developmental Disabilities, and their support networks, who want to participate in Competitive and Integrated Employment are able to be employed in the workforce. |
| Does the grant require any resources from the school(s) or district? If so, describe. | Award does not require any additional resources from the District at this time. |
| <p>Are services being supported by an OUSD funded grant or by a contractor paid through an OUSD contract or MOU?</p> <p>(If yes, include the district's indirect rate of 4.22% for all OUSD site services in the grant's budget for administrative support, evaluation data, or indirect services.)</p> | Access to the Quality Incentive Payment was made possible by OUSD employees participation in the Educator Effectiveness Grant opportunity to complete ACRE Training through Indiana University. |
| <p>Will the proposed program take students out of the classroom for any portion of the school day?</p> <p>(OUSD reserves the right to limit service access to students during the school day to ensure academic attendance continuity.)</p> | No |
| <p>Who is the contact managing and assuring grant compliance?</p> <p>(Include contact's name, address, phone number, email address.)</p> | <p>Name/Title: David Cammarata, Director Special Education Related Supports and Services</p> <p>Site: 975, 308</p> <p>Address: 915 54th St., Oakland, Ca 94608</p> |

Applicant Obtained Approval Signatures:

| Entity | Name/s | Signature/s | Date |
|-------------------------|-----------------|------------------------|-----------|
| Principal/Administrator | David Cammarata | <i>David Cammarata</i> | 6/11/24 |
| Chief Academic Officer | Sondra Aguilera | <i>Sondra Aguilera</i> | 2/13/2025 |

Grant Office Obtained Approval Signatures:

| Entity | Name/s | Signature/s | Date |
|-------------------------|-----------------------|-------------|------|
| Senior Business Officer | Lisa Grant-Dawson | | |
| Superintendent | Kyla Johnson-Trammell | | |

Approved as to form by:


Roxanne De La Rocha
OUSD Staff Counsel

08/20/2024
Date



David Cammarata <david.cammarata@ousd.org>

QIP Employment Capacity Incentive Program: ACRE Certification

5 messages

David Cammarata <david.cammarata@ousd.org>
 To: DDS QIP Emp Capacity <QIPEmpCapacity@dds.ca.gov>
 Cc: Rose Casarez <rcasarez@rceb.org>

Wed, Jul 3, 2024 at 12:18 PM

Hello,

Attached to this email you will find the certification form and supporting documents that show the successful completion of Indiana University's ACRE Basic Customized Employment Certification for 20 current employees of the Oakland Unified School District. Attached you will find:

- A scanned and signed copy of the certification form
- 20 Certificates of completion from Indiana University
- Proof of payment for 20 current OUSD employees to participate in, and complete, the ACRE Certification through IU Expand
 - I included a few proofs of payment as it is a bit confusing and I wanted to make sure that you have all the information requested
 - The cost of the course was 325\$ per participant

Please let me know if there are any questions, concerns, or needs for next steps to move forward with us receiving the incentive payment. I really want to share with you all how popular, and impactful, this opportunity is and has been. Every participant, myself included, believes that this was an excellent opportunity and we have already begun to implement our learnings for the betterment of the students in our programs.







Best,
 David Cammarata (he/him/el)
 Director, Special Education Related Service Supports:
 Young Adult Program and Career Transition Services
 OUSD

 Special Education

915 54th St., Oakland, Ca 94608
 Phone: 510.879.5003 Ext 3938118
 Fax: 510.627.9003

OUSD's Young Adult Program
 Support the Young Adult Program

30 attachments

-  IUExpand_bulk_enrollments_purchases_history.csv
1K
-  Indiana University_ProofofPayment.pdf
91K
-  Receipt for Your Payment to IU EXPAND PAYPAL.pdf
169K
-  Receipt for Your Payment to IU EXPAND PAYPAL1.pdf
170K
-  Receipt for Your Payment to IU EXPAND PAYPAL1.pdf
200K
-  Receipt for Your Payment to IU EXPAND PAYPAL.pdf
171K

-  **Receipt for Your Payment to IU EXPAND PAYPAL - david.cammarata@ousd.org - OUSD Mail1.pdf**
125K
-  **Receipt for Your Payment to IU EXPAND PAYPAL - david.cammarata@ousd.org - OUSD Mail.pdf**
195K
-  **certificate-alison-balano.pdf**
42K
-  **certificate-david-cammarata.pdf**
42K
-  **ACRE Certificate-Minyon-Corcuchia-Garde.pdf**
43K
-  **ARCE-certificate-kurtis-jenkins.pdf**
43K
-  **ACRE Certificate-hall.pdf**
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-  **certificate-erika-mayorquin.pdf**
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-  **certificate-nykki-milano.pdf**
43K
-  **Curtis Haggins signed certificate.pdf**
388K
-  **Zachary Alexander signed certificate.pdf**
374K
-  **certificate-virginia-bonham (1).pdf**
42K
-  **moriarty_acre.certificate.pdf**
39K
-  **ECTCE Certificate Cale D.pdf**
170K
-  **ECTCE Certificate Shirley G..pdf**
170K
-  **ECTCE Certificate Cynthia A.pdf**
170K
-  **ECTCE Certificate Alex H.pdf**
170K
-  **ECTCE Certificate Aviv B.pdf**
170K
-  **PaymentCertification.pdf**
138K
-  **Enclosure-Employment-Capacity-Incentive-Payment-Certification-Form.pdf**
578K

8/20/24, 12:30 PM

OUSD Mail - QIP Employment Capacity Incentive Program: ACRE Certification

Date: Wed, 3 Jul 2024 12:18:45 -0700

Subject: QIP Employment Capacity Incentive Program: ACRE Certification

----- Message truncated -----

DDS QIP Emp Capacity <qipempcapacity@dds.ca.gov>

Wed, Jul 3, 2024 at 1:27 PM

To: David Cammarata <david.cammarata@ousd.org>, DDS QIP Emp Capacity <qipempcapacity@dds.ca.gov>

Cc: "Casarez, Rose@DDS Reg Ctr" <rcasarez@rceb.org>

Hello,

Your incentive request form has been received.

We will review and follow-up if we have any questions.

Thank you for your submittal,

QIP Team

From: David Cammarata <david.cammarata@ousd.org>

Sent: Wednesday, July 3, 2024 12:19 PM

To: DDS QIP Emp Capacity <qipempcapacity@dds.ca.gov>

Cc: Casarez, Rose@DDS Reg Ctr <rcasarez@rceb.org>

Subject: QIP Employment Capacity Incentive Program: ACRE Certification

This Message Is From an Untrusted Sender

Report Suspicious

You have not previously corresponded with this sender.

Hello,

Attached to this email you will find the certification form and supporting documents that show the successful completion of Indiana University's ACRE Basic Customized Employment Certification for 20 current employees of the Oakland Unified School District. Attached you will find:

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Best,

David Cammarata (he/him/el)

Director, Special Education Related Service Supports:

Young Adult Program and Career Transition Services

OUSD
Special  Education

[Quoted text hidden]

David Cammarata <david.cammarata@ousd.org>
To: DDS QIP Emp Capacity <qipempcapacity@dds.ca.gov>
Cc: "Casarez, Rose@DDS Reg Ctr" <rcasarez@rceb.org>

Wed, Jul 3, 2024 at 1:28 PM

Thank you!

Best,

David Cammarata (he/him/el)

Director, Special Education Related Service Supports:

Young Adult Program and Career Transition Services

OUSD
Special  Education

915 54th St., Oakland, Ca 94608
Phone: 510.879.5003 Ext 3938118
Fax: 510.627.9003

OUSD's Young Adult Program
Support the Young Adult Program

[Quoted text hidden]

Section A: Service Provider Information

| | | |
|---|---|---------------------------------|
| 1 | Service Provider Name: | Oakland Unified School District |
| 2 | Vendor ID(s): | PB2710 |
| 3 | Regional Center: | Regional Center of the East Bay |
| 4 | Service Provider Address, City, Zip Code: | 1011 Union St., Oakland, 94607 |
| 5 | Service Provider Phone Number: | (510)879-8000 |
| 6 | Contact Person Name: | David Cammarata |
| 7 | Contact Phone Number: | (510)879-5003 x3938118 |
| 8 | Contact Email: | david.cammarata@ousd.org |
| 9 | Dates Covered By This Form: e.g., 1/1/23 to 2/1/23 | 12/2023- 6/2024 |

Section B: Employee Training Certification or Recertification

| # | Employee First Name | Employee Middle Name | Employee Last Name | Date of Certification (must be on or after July 1, 2022) | Certification Type | Training Type |
|----------|---------------------|----------------------|--------------------|--|--------------------|----------------------------------|
| Example: | Jane | | Smith | 7/1/2022 | New Certification | ACRE Basic Employment |
| 1 | James | | Hall | 1/2/2024 | New Certification | ACRE Basic Customized Employment |
| 2 | Minyon | | Coruchia-Garde | 3/4/2024 | New Certification | ACRE Basic Customized Employment |
| 3 | Kurtis | | Jenkins | 4/30/2024 | New Certification | ACRE Basic Customized Employment |
| 4 | Alison | | Balano | 12/27/2023 | New Certification | ACRE Basic Customized Employment |
| 5 | David | | Cammarata | 2/22/2024 | New Certification | ACRE Basic Customized Employment |
| 6 | Erika | | Mayorquin | 12/29/2023 | New Certification | ACRE Basic Customized Employment |
| 7 | Guadalupe | | Lamas-Rodriguez | 2/28/2024 | New Certification | ACRE Basic Customized Employment |
| 8 | Jennifer | | Blake | 2/22/2024 | New Certification | ACRE Basic Customized Employment |
| 9 | Melisha | | Linzie | 6/28/2024 | New Certification | ACRE Basic Customized Employment |
| 10 | Melissa | | Foster | 12/28/2024 | New Certification | ACRE Basic Customized Employment |
| 11 | Nykki | | Milano | 12/28/2023 | New Certification | ACRE Basic Customized Employment |
| 12 | Curtis | | Haggins | 12/29/2023 | New Certification | ACRE Basic Customized Employment |
| 13 | Bridget | | Moriarty | 4/29/2024 | New Certification | ACRE Basic Customized Employment |
| 14 | Zachary | | Alexander | 12/29/2023 | New Certification | ACRE Basic Customized Employment |
| 15 | Cynthia | | Ayala | 6/28/2024 | New Certification | ACRE Basic Customized Employment |
| 16 | Shirley | | Guan | 6/28/2024 | New Certification | ACRE Basic Customized Employment |
| 17 | Virginia | | Bonham | 4/26/2024 | New Certification | ACRE Basic Customized Employment |
| 18 | Cale | | Davis | 6/28/2024 | New Certification | ACRE Basic Customized Employment |
| 19 | Aviv | | Boss | 6/28/2024 | New Certification | ACRE Basic Customized Employment |
| 20 | Alex | | Harris | 6/28/2024 | New Certification | ACRE Basic Customized Employment |

Certification Statement

By submitting this form, I certify that the information provided in this form is true as of the date of this submission. This agency (service provider) incurred expenses for this employee's certification or recertification and has not previously received an incentive payment for the training documented here.

DDS reserves the right to modify or recoup any incentive payment made to any service provider who has received more than one incentive payment for an employee for the same certification/recertification or who is not in good standing at the time of the submission of this information.

| | | |
|---|--|--|
| 1 | Name of Service Provider Representative: | David Cammarata |
| 2 | Title: | Director, Special Education Related Service Supports |
| 3 | Service Provider Representative Signature: | <i>David Cammarata</i> |
| 4 | Date Signed: | 7/3/2024 |

DEPARTMENT OF DEVELOPMENTAL SERVICES

1215 O Street, MS 9-90
Sacramento, CA 95814
TTY: 711
(833) 421-0061



September 23, 2022

TO: REGIONAL CENTER EXECUTIVE DIRECTORS

SUBJECT: QUALITY INCENTIVE PROGRAM

The Department of Developmental Services (Department) is implementing a voluntary Quality Incentive Program (QIP) for service providers, pursuant to Welfare and Institutions Code section 4519.10. The QIP is designed to improve consumer outcomes, service provider performance, and the quality of services. Participating service providers that meet or exceed quality measures developed by the Department with input from stakeholders, will be eligible for incentive payments. The funding available for the QIP will be updated annually through the budget process. The QIP quality measures will be implemented in several phases and aligned with stakeholder input and updated data strategies and information.

Through the collective work of the QIP workgroup, the QIP has six areas of focus: Prevention and Wellness; Employment; Early Intervention; Workforce Capacity; Service Access; and Informed Choice and Satisfaction. Each focus area has one or more quality measure(s) tied to specific desired outcomes, with corresponding performance targets and incentives. Details about the QIP can be found at <https://www.dds.ca.gov/rc/vendor-provider/quality-incentive-program/>.

The Department will issue future directives for the quality incentive measures. The directives will provide information for regional centers and service providers on how service providers can participate in the QIP, including but not limited to the target population and eligibility, performance targets, reporting criteria, and methodology for incentive payments. These directives will include instructions for regional centers regarding the incentive payment invoicing and reimbursements.

Regional centers must inform consumers, families and providers about the QIP. This can be done using the information available at the link provided above and in the Enclosure.

“Building Partnerships, Supporting Choices”

Regional Center Executive Directors
September 23, 2022
Page two

Questions regarding the QIP or the incentive payments may be directed to
QIPquestions@dds.ca.gov.

Sincerely,

Original Signed by:

NANCY BARGMANN
Director

Enclosure

cc: Regional Center Administrators
Regional Center Directors of Consumer Services
Regional Center Community Services Directors
Association of Regional Center Agencies
Brian Winfield, Department of Developmental Services
Carla Castaneda, Department of Developmental Services
Pete Cervinka, Department of Developmental Services
Ernie Cruz, Department of Developmental Services
Jim Knight, Department of Developmental Services
Leslie Morrison, Department of Developmental Services



NANCY BARGMANN
DIRECTOR

State of California—Health and Human Services Agency
Department of Developmental Services
1215 O Street, Sacramento, CA 95814
www.dds.ca.gov



GAVIN NEWSOM
GOVERNOR

July 14, 2023

TO: REGIONAL CENTER EXECUTIVE DIRECTORS

SUBJECT: QUALITY INCENTIVE PROGRAM – EMPLOYMENT CAPACITY
INCENTIVES

The Department of Developmental Services' (Department) September 23, 2022 [correspondence](#) described the Quality Incentive Program (QIP) for service providers. On October 10, 2022, the Department issued a [correspondence](#) describing the QIP Employment Capacity measure.

This correspondence is effective through June 30, 2024, and provides detailed information regarding service providers' eligibility, reporting requirements and logistics, and issuance of incentive payments.

Service providers are eligible to participate in this incentive for employees who complete training as described below on or after July 1, 2022. To participate in the Employment Capacity incentives, service providers must complete and submit the enclosed form (Incentive Payment Certification Form) to the Department at QIPEmpCapacity@dds.ca.gov.

Incentive Amounts

The incentive amounts in this correspondence supersede the amounts in the October 10, 2022 [correspondence](#). Effective July 1, 2022, service providers are eligible to receive one of the following four payments for each employee who meets the requirements of the measure:

- 1) An incentive payment of \$3,000 for the service provider for each employee who becomes *certified* in Association of Community Rehabilitation Educators (ACRE) Basic Employment Services or ACRE Basic Customized Employment Services.
- 2) An incentive payment of \$3,000 for the service provider for each employee who becomes *recertified* in ACRE Basic Employment Services or ACRE Basic Customized Employment Services.
- 3) An incentive payment of \$625 for the service provider for each employee who becomes *certified* as a Certified Employment Support Professionals (CESP).
- 4) An incentive payment of \$425 for the service provider for each employee who becomes *recertified* as a CESP.

Certifications and recertifications must adhere to all ACRE and CESP recommended guidelines and timelines.

Eligibility for Incentive Payments

The service provider who supports an employee to become certified as a trained employment specialist is eligible for one of the four incentive payment options for each employee. The service provider must meet the following criteria for each incentive payment, per employee:

- 1) The employee was employed by the service provider when the certification or recertification was successfully completed.
- 2) The service provider supported the employee to obtain ACRE or CESP certification or recertification. Service provider support includes paying fees associated with certification or recertification.

Documentation for Incentive Payment

Service providers are required to attest to the accuracy and validity of the information they submit. The Department will review submitted Incentive Payment Certification Forms and process incentive payment allocations to regional centers. After the data submitted by service providers has been reviewed for completeness, the Department will instruct regional centers to issue incentive payments, as appropriate, to each eligible vendor number. If audited, service providers will be required to provide the following documentation:

- 1) A copy of the employee's certification or recertification that includes the employee's name and date obtained. The training must have been completed between July 1, 2022 to June 30, 2024.
- 2) A copy of the receipt of payment for the employee's enrollment for certification or recertification.

Incentive Payment Processing

The incentive payment is paid using a contract authorization, a service code associated with the service provider vendor number, and the subcode listed below that corresponds to the certification or recertification obtained.

Regional Center Executive Directors
July 14, 2023
Page three

For incentive payment milestones that are reached on or after July 1, 2022, the following subcodes shall be utilized:

- 1) "ACRE" for each employee who becomes *certified* in ACRE Basic Employment Services or certified in ACRE Basic Customized Employment Services.
- 2) "RACRE" for each employee who becomes *recertified* in ACRE Basic Employment Services or recertified in ACRE Basic Customized Employment Services.
- 3) "CESP" for each employee who becomes *certified* as a CESP.
- 4) "RCESP" for each employee who becomes *recertified* as a CESP.

Training and Information

The Department will provide training webinars on August 21, 2023, and August 29, 2023, for regional centers and service providers, to explain the details of these measures, reporting requirements and logistics, and issuance of incentive payments. The Department encourages service providers and regional centers to attend these training sessions.

For questions regarding this QIP measure or the incentive payments, please email QIPQuestions@DDS.CA.gov.

Sincerely,

Original Signed by:

PETE CERVINKA
Chief, Data Analytics and Strategy

Enclosure

cc: Regional Center Administrators
Regional Center Directors of Consumer Services
Regional Center Community Services Directors
Association of Regional Center Agencies
Nancy Bargmann, Department of Developmental Services
Carla Castañeda, Department of Developmental Services
Brian Winfield, Department of Developmental Services
Ernie Cruz, Department of Developmental Services
Leslie Morrison, Department of Developmental Services
Jim Knight, Department of Developmental Services