

2024

Annual Report



Your Life
Your **P**rogram
Your **S**ervices
Your **W**ay

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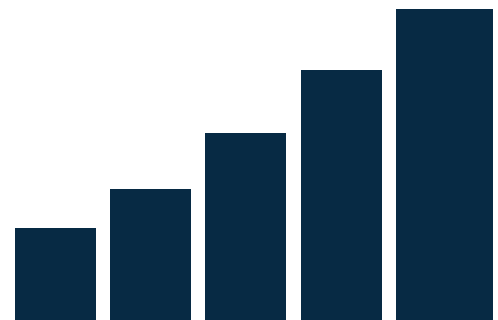
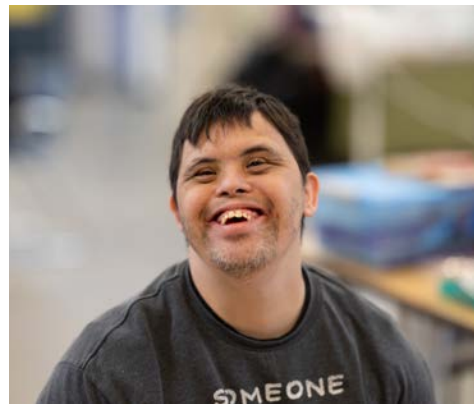
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PSW... Wanting More



Led by local residents Lupe and Dean Hahn, a small group of parents formed the Porterville Association for Mentally Retarded Children. Desiring to offer expanded instructional and care services for children with disabilities as an alternative to the institutional based state hospital system, this group founded and opened its doors to seven disabled children in 1956. The program was staffed entirely by volunteers. Opening in an old war surplus building located behind Olive Street School, PSW became the seventh rehabilitation facility dedicated to serving adults with disabilities in California and the only workshop in a community of 8500 residents. Parents liked PSW's approach to assisting adults with disabilities and the program grew to about thirty individuals by the mid-1960's. Rapidly outgrowing their original home, the Board of Directors guided a community effort to find a new site. The City of Porterville identified property on North E Street and the Porterville Breakfast Lions spearheaded the finance and construction of the new building. Area residents donated their skills, time, and materials to the fund-raising and building efforts. Recognizing that fund-raising efforts were falling short, the Breakfast Lions secured a loan to finish the building project. Thanks to their perseverance, PSW moved into its new home at 130 North E Street in December 1968.



Through the years, PSW continued to expand individualized services and programs to the disabled of southern Tulare County. On June 12, 1976, PSW opened its second site at 187 West Olive Avenue. Additionally, PSW added daily transportation services to more than 200 individuals with IDD. In May 1989, PSW purchased property at 1900 South Newcomb to house the transportation repair facility and a wood working shop. In October 1993, the Workshop purchased its fourth site at 621 South E Street which at that time housed the Day Training and Activity Center and the Adult Development Program which provides both mobile and facility-based programs. In December 2011 PSW purchased its fifth site at 194 West Poplar Avenue which currently houses the Administration Offices, Porterville Behavior Program & Club 194.



In 2017-18 PSW built a brand-new building at 727 S. E Street to house our growing transportation department. The building was occupied in February of 2018.

Today, this non-profit organization is staffed by 210 employees dedicated to serving 435 persons with intellectual and developmental disabilities from our community through a variety of programs and services. Services include, but are not limited to, Supported Employment, Work Evaluation, Work Adjustment, Work Experience, Day Training Activity Center, Independent Living Program and Adult Development Program.



Meet Our Leadership Team



BOARD OF DIRECTORS

Amy Kaufman Ph.D. - President
Julia Inestroza - Immediate Past President
Clint Ashcraft - Vice President
Allan Bailey - Secretary
Laurie Pugh - Treasurer
Brent Borum - Member at Large
Judge Glade Roper - Member at Large
Val Dean Craig - Member at Large
Tom Cemo - Member at Large
Pam Voss - Member at Large
Jan McKinley - Member at Large
Anthony "AJ" Moore - Member at Large
Dennis Ickes - Member at Large
Milt Stowe - Member at Large



SENIOR MANAGEMENT TEAM

Miguel Vasquez - Executive Director
Carol Ledbetter - Director of Program Services
Qursha Clark - Director of Business Services
Cheryl Haugen - Director of Human Resources
Elizabeth Tellez - Director of Finance
Shauna Fitton - Director of Transportation and Safety
Ron Killingsworth - Director of Communications



Our Mission



"To assist individuals with disabilities achieve a more independent and productive life"



**70 Years of
Service is just
around the
corner!**

A Message from Miguel Vasquez, Executive Director



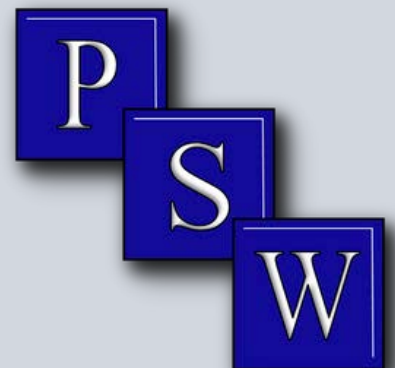
As I step into the role of Executive Director, I am honored by the trust the Board of Directors has placed in me. This opportunity comes with great responsibility, but more than anything, it fills me with excitement and optimism for the future of PSW.

Although my time here has been short, it has been long enough to recognize the extraordinary dedication and passion of our staff. The work they do is nothing short of inspiring, and their commitment to those we serve is the driving force behind our success. My role is to support this incredible team—to provide them with the tools, resources, and encouragement they need to continue transforming lives.

At PSW, we stand on a foundation built from a mother's desire to create a better future for her child. That foundation of individualized care and unwavering commitment to service remains at the heart of everything we do. As we move forward, I am committed to honoring that legacy while embracing new opportunities for growth and innovation.

I am truly excited to be part of this journey and to work alongside such a dedicated team. The future of PSW is bright, and together, we will continue to make a lasting impact in the lives of those we serve.

With gratitude,
Miguel Vasquez



Outcomes Management Report

The main purpose of the Outcomes Management Report is to ensure we are delivering on our mission, to ensure those in our programs are receiving the services they desire! We began with a mother wanting more for her child, better and what she needed. The same is true today as it was for Lupe Hahn back in 1956... it's all about you.

Although PSW has changed in so many ways, the core foundation of PSW has not changed!

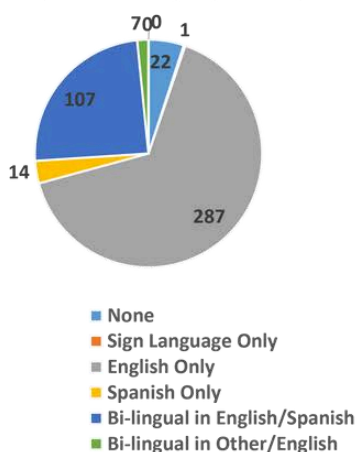
Your life...

Your **P**rogram

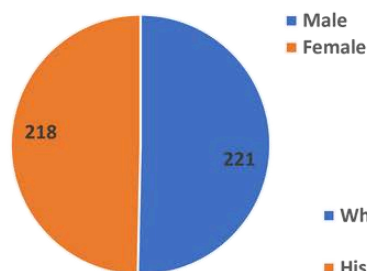
Your **S**ervices

Your **W**ay!

Expressive Language Ability



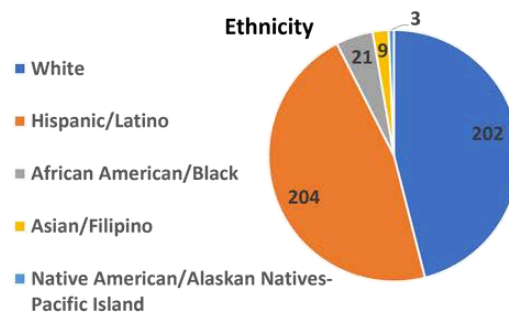
Male and Female



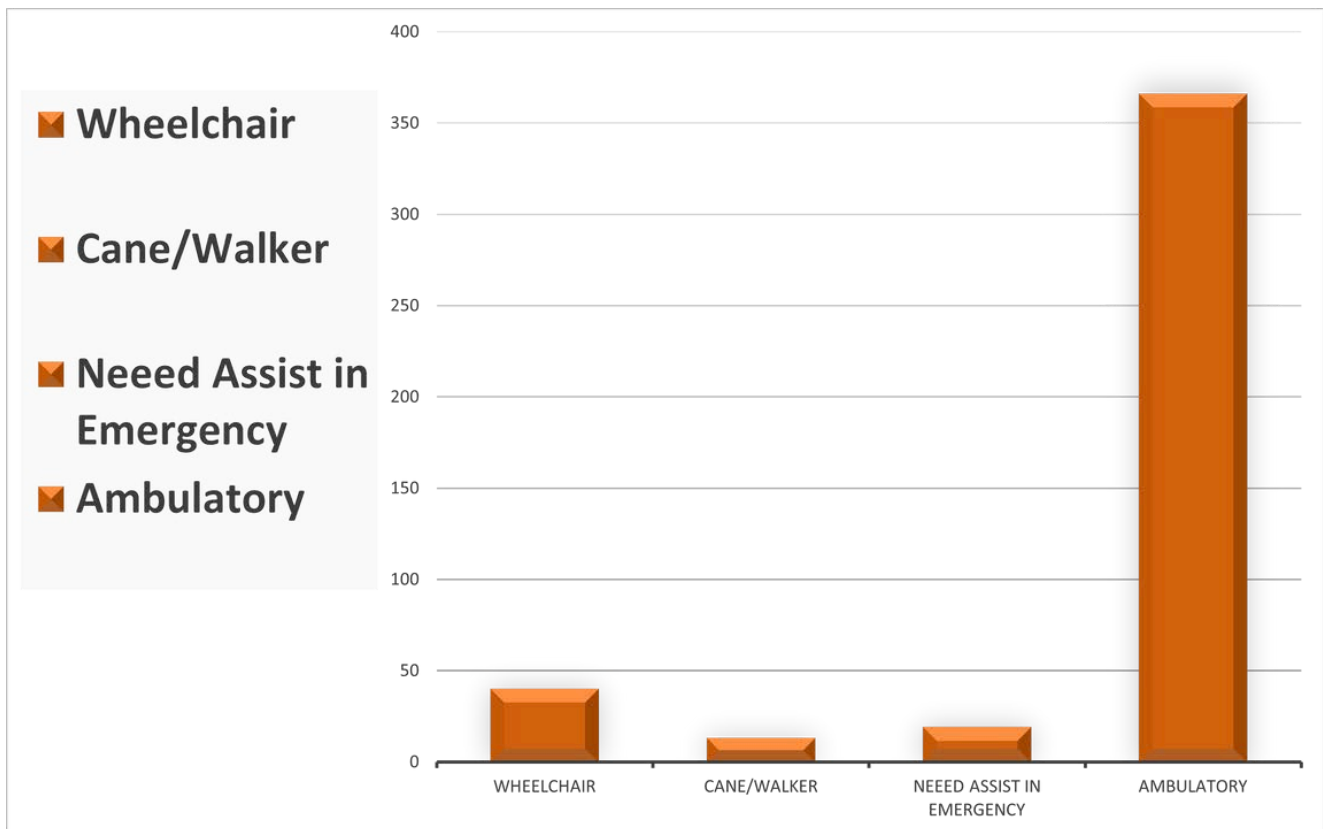
**Important information
for CVRC and DDS**

**Following POS Data in
regard to DISPARITY**

Ethnicity

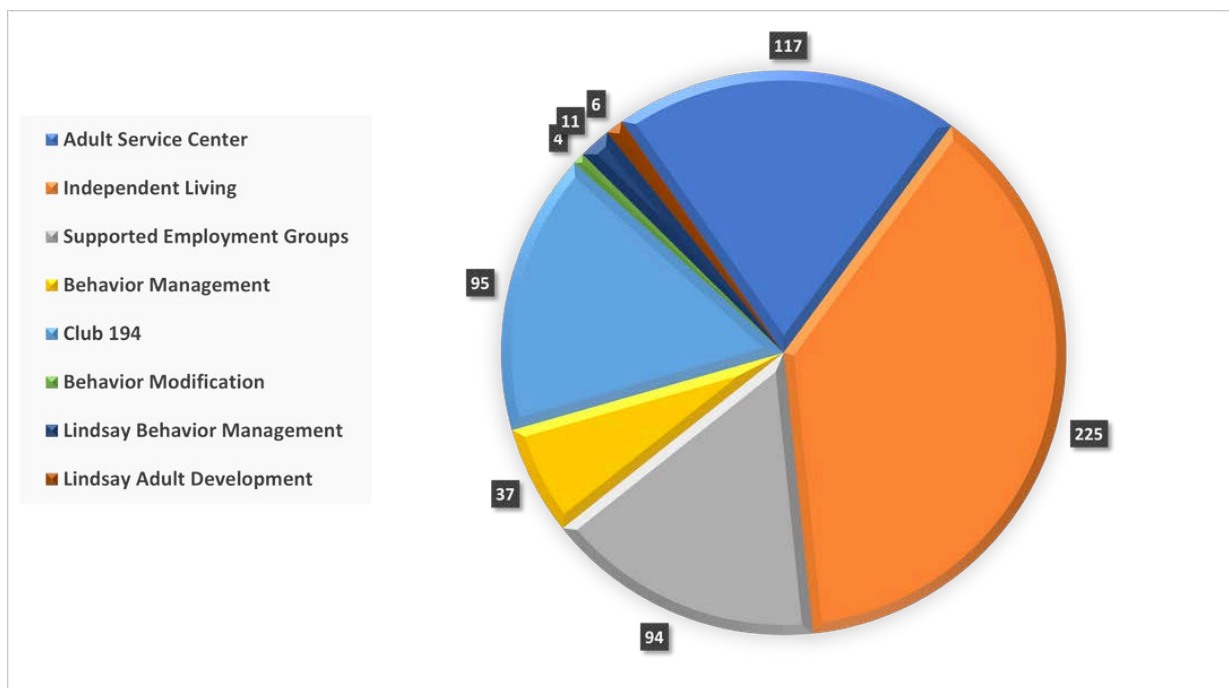
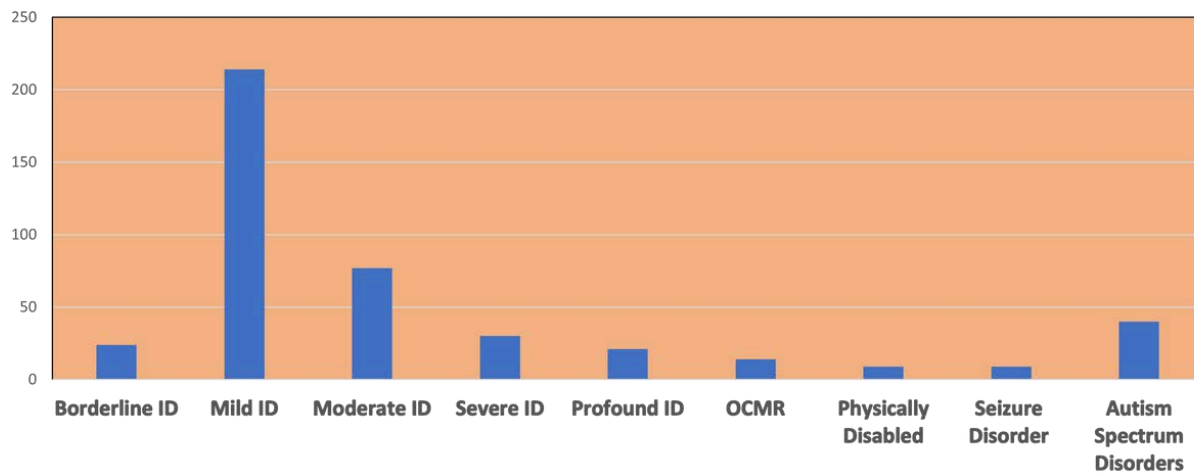


Outcomes Management Report



Outcomes Management Report

PRIMARY DISABILITIES SERVED except EDP-IP & ILP



Outcomes Management Report

ASC 81%
BMOD 100%
BMGT 53%
LADP 85%
LBMGT 55%
C194 86%
SEP-G 80%
ILP hours 19,203
Job Placements #20

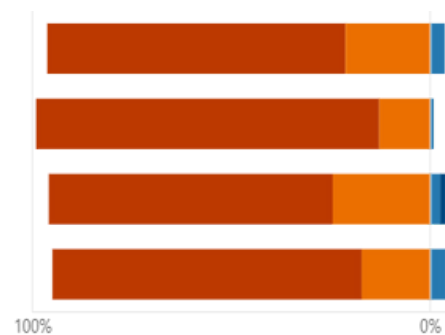


I am satisfied with the services at PSW

I am treated with respect and dignity by all employees

Telephone calls and/or questions are answered promptly

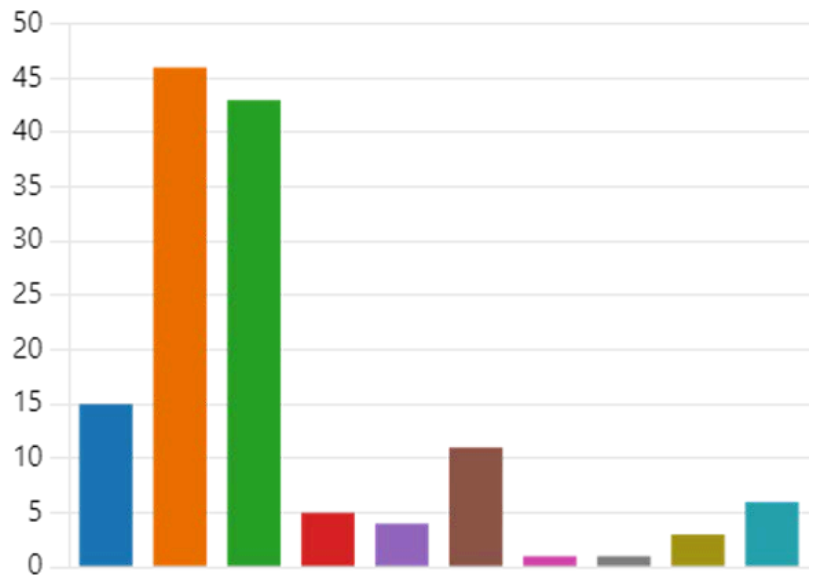
Concerns are addressed in a timely manner



Outcomes Management Report

Employee Satisfaction

- Working for well-respected company
- Interaction with individuals served
- Assisting Individuals become more independent
- Wages
- Job Duties
- Positive environment
- Computer Work
- Contracts
- What I do matters (verbal / written praise)
- Other



The Future is NOW!



We are very excited about your future with us here at PSW! Although the individual focus foundation that PSW was built on has not changed, our programs and services have been designed to work with you in today's changing environments. Whether you are looking for employment or just a place to add relationships or new skills to you life, PSW is the place for you!

For information on all of our programs, scan this QR Code with your smartphone:





The Heart of PSW – DSPs



Susie Coronado



Vickie Hernandez



Theresa Gurrola

The week of September 9th was Direct Support Professional appreciation week! During that week, the California Disability Services Association conducted a statewide program to honor these superheroes. PSW was only permitted one entry so we asked the staff to recommend their selections. The three ladies pictured here were nominated by their peers and submitted to the senior management team to select our one representative. This was an extremely difficult decision as all of these employees are worthy of this level of recognition. The decision was made to submit Vicky Hernandez as the PSW representative in the statewide program. Although Vicky did not win, we are very proud of the fact that she was one of five finalists incoming the entire state of California.

Thank You to all of our Direct Support Professionals for the amazing jobs you do and the many lives you change!



PSW is deeply committed to legislative advocacy, working tirelessly to ensure that individuals with intellectual and developmental disabilities receive the services and funding they deserve. Recognizing the unique challenges faced by this population, PSW actively engages in policy discussions and advocacy efforts to influence government decisions that directly impact the care and support available to these individuals. By collaborating with stakeholders, advocating for necessary reforms, and raising awareness about the importance of adequate funding, PSW strives to create a more inclusive society where individuals with disabilities have equal access to opportunities and services. Their dedication helps drive systemic change that promotes fairness, dignity, and respect for all individuals with intellectual and developmental disabilities. In keeping with his philosophy during his entire political career of “People Before Politics,” Assemblyman Devon Mathis introduced AB 248, which eliminated derogatory language from all State documents as well as AB 2423, addressing funding concerns on our behalf.

Disability services funding currently doesn’t keep up with economic changes like cost-of-living increases. AB 2423 would require the State to know how much funding our system needs on a regular basis. Additionally, the Department of Developmental Services would be required to post updated rates to their website for better transparency. These updated rates will provide valuable information to lawmakers as they make funding decisions about vital disability services and supports. We were so excited and appreciative that our Assembly and Senate passed this bill then was signed by the Governor.

We wish to say “THANK YOU” Assemblyman Mathis for also supporting PSW and those we serve!



AB 248

AB 2423



Community Involvement



We are firm believers in partnership and involvement with our community. We understand a large part of our legacy and continued success is due to the support of our community. As a result, PSW has always been involved in giving back to the community in whatever ways we can.

Here are a list of state and community organizations and committees PSW is actively participating in:

California Disability Services Association

Member – Public Policy Committee

Member – Public Relations Committee

Member – Legislative Subcommittee

State Budget Subcommittee

Member – Alternative Employment Committee

California Department of Developmental Services

Member –Rate Study/Models Committee

Member –Structure and Resource Committee

Member – Quality Incentive Program Workgroup

Valley Coalition – Organization Chair

Porterville Breakfast Rotary Club

Member – Committee -Stars in the Hills Prom

Member – Committee -Friends of the Fair Day

Assemblymember Alexandria Macedo

Member – Community Round Table

Central Valley Regional Center

Member – Board Subcommittee on Employment

Vendor Advisory Committee – Chair

Member – Board of Directors

Porterville Chamber of Commerce

Board Member

Local Partnership Agreement (LPA)

Member

Porterville Lions Club

Member

California Employers Advisory Council

Member

SHRM (Society of Human Resource Management)

Member

CalCPA

Member

National Leadership Institute

Alumni

National Leadership Consortium on Developmental Disabilities

Member

Disability Resource Center Advisory Committee

at Porterville College

Member

Tulare County SELPA Community Advisory Committee

Member

California Chamber of Commerce

Member

Tulare County Hispanic Chamber of Commerce

Member

Visalia Chamber of Commerce

Member

Porterville Area Coordinating Council

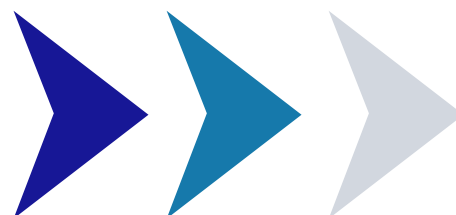
Community Partner

Quarterly Joint Collaboration – PSW/TCOE/CVRC

University of Notre Dame, Mendoza School of Business

Transformational Nonprofit Leadership

Alumni





Acronyms and Definitions

Accreditation - Statement by an independent, recognized, national organization that an agency meets standards of performance claimed by that national body. (CARF)

ADP - Adult Developmental Program. Program designed to prepare adults with developmental disabilities for opportunities to engage in work, recreation, or other meaningful activities. PSW's ADP is ASC with a 1:3 ratio of staff to person served.

Advocate - one who speaks on another's behalf.

ASC - Adult Services Center.

Assessment - method of measuring an individual's strengths and weaknesses.

BMGT - Behavior Management - systematic process to help an individual change behavior Ratio of 3:1.

BMOD - Behavior Modification - systematic process to help an individual change behavior Ratio of 6:1.

CARF - Commission on Accreditation of Rehabilitation Facilities.

CDER - Client Development Evaluation Report - Generated by Regional Center and included with intake jacket with referral.

CDSA - California Disabilities Services Association - Statewide trade organization made up of peer organizations and advocates.

CIE - Competitive Integrated Employment.

Club 194 - formally known as Day Training Activity Center (DTAC).

CMS - Center for Medicare/Medicaid Services.

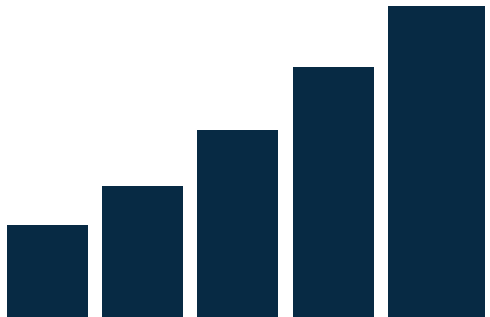
Competitive employment - Unsubsidized work in non-congregate settings.

Confidentiality - protection of individual information; such information cannot be shared without the individual's written permission.

CVRC - quasi state agency that is one of 21 centers set up as separate nonprofits to provide assessment, referral and case management services for those individuals with developmental disabilities.

CWICs - Certified Work Incentive Coordinators working under WIPA contract with Social Security.

Day Programs -Support services usually provided between 8 am-2 pm for 6 hours per day in community based work school or social settings.ram Plan. A written program of action developed and reviewed at regular intervals, including individual and all agencies and parties concerned.





Acronyms and Definitions, cont.

IDT- meeting- Interdisciplinary Team Meeting. A meeting called together to discuss program planning issues, etc.

ILP - Independent Living Program- services that support people living on their own or with roommates/spouses or family.

Individual - an individual who receives program services.

Individual's Rights - individual's deserved privilege to participate and be heard. "Nothing about me without me."

Job Developer - an individual working with various resources in the community to increase employment opportunities for persons with disabilities.

Lanterman Act - California legislation that declares that persons with developmental disabilities have the same legal rights and responsibilities guaranteed to all people and charges regional centers with protection of these rights.

LRP - Long Range Plan.

PCT - Person Centered Thinking.

PIP - Paid Internship Program.

POS - Purchase of Service - Individual Regional Center contract for each person served.

Reasonable accommodation - modifications or adjustments that assist the person served to access benefits and privileges that are equal to those that are enjoyed by others. Ex: making existing facilities readily accessible, modifying work schedules, acquiring or modifying equipment, modifying exams, providing readers, interpreters.

Referral - individual being directed to particular agency because he needs and wants services offered.

SEP (G & I) - Supported Employment Program - individual and group support for people in competitive employment.

Self-Advocate - a person who works on their own behalf.

SIR - Special Incident Report.

TEWLS - Tailored Training for Employment and Work/Life Supports.

WIOA - Workforce Innovation and Opportunity Act.



Contact Us



559-784-1399



info@pswcares.org



www.pswcares.org



Employment Opportunities
careers@pswcares.org



**Thank you for supporting PSW in our mission to
empower individuals with intellectual and
developmental disabilities!**