

Military/Veteran Resource Network Application - Universal Guidelines

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Organization Name	Arizona State Schools for the Deaf and Blind
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Website	https://asdb.az.gov/
Organization E-mail	recruitment@asdb.az.gov
What sector is your organization part of?	Government
Type of organization (check all that apply)	Government- State Education (primary / secondary)
Organization Mission and/or Charter:	ASDB is dedicated to empowering diverse, young children and students with the educational opportunities necessary to succeed in college, career and life.
Brief background of organization (year established, etc.):	ASDB is a state agency and was founded in 1912, the year of Arizona's statehood. ASDB serves over 2000 children who are blind, visually impaired, deaf, hard of hearing or deafblind from birth to grade 12. ASDB operates two schools in Tucson, the Arizona School for the Deaf and The Arizona School for Blind. In addition, the Phoenix Day School for the Deaf is an ASDB campus located in Phoenix.
Overview of organization's experience and expertise in delivering services, best practices used, etc.:	<p>In 1987, ASDB established the first of five regional cooperatives to ensure students receive the best education possible throughout the state of Arizona. The five regional cooperatives are: Southeast Regional Cooperative in Tucson, Southwest Regional Cooperative in Yuma, Desert Valleys Regional Cooperative in Phoenix, Eastern Highlands Regional Cooperative in Holbrook, and North Central Regional Cooperative in Flagstaff. ASDB Regional Cooperatives' services include: assistance with identification of student needs, evaluation of educational progress, specialized instruction and related services, specialized equipment and materials, implementation of accommodations and modifications in the general education program. ASDB Regional Cooperatives serve over 1100 students.</p> <p>In addition, the ASDB Early Childhood and Family Education (ECFE) program has been providing services to families with deaf or hard of hearing and blind or visually impaired infants and toddlers since 1973. ECFE currently serves approximately 400 children and families statewide.</p> <p>Through modernization and diversification of its operations, curriculum growth and expansion of learning opportunities, ASDB continues to lead the nation in serving students who are deaf, hard of hearing, blind, visually impaired or deafblind in the state of Arizona.</p>
What area of the state do you serve/cover/etc.?	Statewide (including multi-state/national)

2. County/Counties:	Coconino Maricopa Navajo Pima Yuma
4. Tribal Nation(s):	Navajo
Brief overview of programs, resources, services, operations, etc.:	ASDB serves children who are blind, visually impaired, deaf, hard of hearing or deafblind from birth to grade 12. There are two schools in Tucson, the Arizona School for the Deaf and The Arizona School for Blind. In addition, the Phoenix Day School for the Deaf is an ASDB campus located in Phoenix.
General eligibility guidelines for programs, resources and/or services:	Children who are blind, visually impaired, deaf, hard of hearing or deafblind from birth to grade 12.
Description of target audience:	Children who are blind, visually impaired, deaf, hard of hearing or deafblind from birth to grade 12.
Cost for programs or services to service members, veterans and/or family members (or funding sources if no cost to individuals and families):	Since ASDB is a state agency, it is funded like any other public school; there are no costs for programs or services.
Regulatory body that has oversight over organization and/or industry (if applicable) and any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	ASDB must follow the State of Arizona guidelines and regulations.

Our organization understands and agrees to the following Guiding Principles:

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

Our organization understands and agrees to the following Ethical Considerations:

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

Key personnel (leadership, staff, volunteers, etc.) have basic knowledge and/or training related to:	<p>The military, veteran and family population and unique aspects of military/veteran culture.</p> <p>The effects of military service, deployment, reintegration and transition on service members, veterans and their families.</p>
Total number of staff:	3
Approximate number of staff that have received the above training:	2
We have employees who are (check all that apply):	<p>Veterans</p> <p>Family members</p> <p>Experienced in working with the military, veteran and/or family population</p>
We engage internal and external subject matter experts to advise and strengthen service delivery to the military, veteran and family population:	<p>Yes</p> <p>Planned or in process</p>
Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:	ASDB connects with their employees who are family members of veterans and sees them as a valuable resource.
Approximate number of employees in organization:	850
Number of individuals trained as Military/Veteran Resource Navigators within organization:	2
Titles/roles of individuals trained as Navigators (e.g. team leaders, supervisors, admin staff, etc.)	<p>Human Resources Representative - Recruitment</p> <p>Senior Human Resources Representative - Onboarding for new employees</p>
Communications (print, web, etc.), content and messaging focused on the military and veteran population:	<p>Uses appropriate terminology and imagery</p> <p>Describes services/resources offered and any eligibility criteria.</p> <p>Clearly indicates any cost.</p>
Our organization tracks the number of service members, veterans and/or family members served.	Yes
Our organization posts information for service members, veterans and family members on our website, in waiting rooms, etc.	No

Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::	ADSB Human Resources office is in the process of working with their public relations specialist to update web site information in relations to veterans and family members. They are also interested in posting more information for service members, veterans and family members internally at their campuses.
All staff and volunteers have basic awareness of key gateway resources (crisis lines and the Military/Veteran Resource Network) and can provide information to individuals and families as needed. When and how was this information distributed to all employees (e.g. email, intranet, handout, etc.):	ASDB is in the process of putting something together via email.
Mark each area and provide details in text box below:	<p>Staff and volunteers have training and/or experience on providing effective care and support to service members, veterans and their families.</p> <p>Staff and volunteers know to refer individuals and families to a Resource Navigator to connect to the range of available military, government and community resources.</p>
Our organization has tailored programs and resources specifically for the military, veteran and/or family population:	No
Our services incorporate the needs of both the service member or veteran, as well as the immediate and/or extended family when delivering services:	Yes
Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::	In the near future, ASDB plans to distribute an email to employees on how to refer individuals and families to a Resource Navigator to connect to available resources.
We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:	Yes
Our organization partners as appropriate and needed with public and private sector organizations to strengthen quality and coordination of care for service members, veterans and family members.	Yes

Training on the military, veteran and family population is incorporated into our new hire orientation and/or annual training calendar.	No
Our organization participates in relevant events, trainings and initiatives in the military/veteran community.	Yes
Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:	ASDB continually participates in job fairs, one recently being the Arizona Coalition for Military Families.