

CHANGING THINKING!

Advisory 24-1

Beneficiary Model Criteria & Tools

NOTE: THIS ADVISORY WAS PREPARED FOR INTERNAL USE WITHIN THE CT! PROJECT FOR ORIENTATION AND INFORMATIONAL PURPOSE. THE VERSIONS OF THE CMS CITED INSTRUMENTS REPRODUCED BELOW ARE EXAMPLES OF THE INSTRUMENTS AND ARE SHOWN FOR EDUCATIONAL PURPOSES. IT IS NOT THE INTENT OF THE CT! PROJECT TO USE THE INSTRUMENTS OR PROVIDE THEM TO GUIDE CLIENTS.

Precis

This internal advisory encapsulates the determination of eligibility of beneficiaries with dementia for 'alignment' with the GUIDE MODEL; these criteria would also apply to adults with intellectual disability (including Down syndrome). The Beneficiary Model Criteria forms the basis for payment under the Participants Monthly Dementia Care Management Payment (DCMP). The payment schedule considers severity of dementia and ancillary issues, as well as caregiver 'burden.'

COMMENTARY

CMS notes that 'Beneficiary Model Tier' is determined via assessment and is a combination of beneficiary disease stage, presence of a caregiver, and if applicable, their caregiver's needs.

	Tier	Criteria	Corresponding Assessment Tool Scores
Beneficiaries with a caregiver	Low complexity dyad tier	Mild dementia	CDR= 1, FAST= 4
	Moderate complexity dyad tier	Moderate or severe dementia AND Low to moderate caregiver strain	CDR= 2-3, FAST= 5-7 <i>AND</i> ZBI= 0-60
	High complexity dyad tier	Moderate or severe dementia AND High caregiver strain	CDR= 2-3, FAST= 5-7 <i>AND</i> ZBI= 61-88
Beneficiaries without a caregiver ¹	Low complexity individual tier	Mild dementia	CDR= 1, FAST= 4
	Moderate to high complexity individual tier	Moderate or severe dementia	CDR= 2-3, FAST= 5-7

¹ Note: Beneficiaries may live independently in their own home or in a community setting such as an assisted living facility or group home. Their caregiver does not have to live with the beneficiary to qualify for participation in the model. In some cases, the caregiver may live in a different home, or in a different state; but they must be actively participating in the beneficiary's care.

The approved screening tools include two tools to report dementia stage – the **Clinical Dementia Rating** (CDR) or the **Functional Assessment Screening Tool** (FAST) – <u>and</u> one tool to report caregiver strain, the **Zarit Burden Interview** (ZBI).² CMS may add screening tools throughout the course of the model (GUIDE Participants can seek CMS' approval to use an alternative screening tool by submitting the proposed tool, along with published evidence that it is valid and reliable and a crosswalk for how it corresponds to the model's tiering thresholds). Participants are told to report the aggregate scores for each of the instruments used. Instruments included:

The Clinical Dementia Rating (CDR)

The Clinical Dementia Rating (CDR) scale is a structured, clinician-rated interview designed to evaluate the severity of dementia. It gathers information on cognitive capacity from both the patient and a collateral source. While initially developed to assess dementia severity, it can also be applied to other conditions, such as Parkinson's disease.

The CDR assesses six domains: memory, orientation, judgment, and problem solving, community affairs, home and hobbies, and personal care. Impairment is defined only when it results from cognitive loss rather than physical disability or other non-cognitive factors. Each domain is rated on a 5-point scale (except for personal care), and these ratings are synthesized to assign a Global CDR score. Table 6 from Morris (1993)³ provides more detail on the criteria.

The Global CDR scores range from 0 to 3:

- 0: No dementia
- 0.5: Questionable dementia
- 1: Mild cognitive impairment (MCI)
- 2: Moderate cognitive impairment
- 3: Severe cognitive impairment

The assessment includes two sets of questions: one for the informant and another for the patient. The informant's questions focus on the patient's memory, judgment and problem-solving ability, community affairs, home life and hobbies, and personal care. The patient's questions address memory, orientation, judgment, and problem-solving ability. See https://knightadrc.wustl.edu/wp-content/uploads/2021/10/English-New-Zealand.pdf for a worksheet that produces CDR scores)

Table 6.2. The Clinical Dementia Rating Scale

	NONE 0	QUESTIONABLE 0.5	MILD 1	MODERATE 2	SEVERE
MEMORY	No memory loss or	Consistent slight	Moderate memory	Severe memory loss,	Severe memory
	slight; inconsistent	forgetfulness; partial	loss: more marked for	only highly learned	loss, only
	forgetfulness	recollection of	recent events; defect	material retained: new	fragments
		events; "benign"	interferes with	material rapidly lost	remain
		forgetfulness	everyday activity		
ORIENTATION	Fully oriented	Fully oriented but	Moderate difficulty	Severe difficulty with	Oriented to
		with slight difficulty	with time relationships;	time relationships;	person only
		with time	oriented for place at	usually disoriented to	
		relationships	examination; may have	time, often to place	
			geographic		
			disorientation		
<u> </u>			elsewhere		

² Zarit SH, Reever KE, Bach-Peterson J. Relatives of the Impaired Elderly: Correlates of Feelings of Burden. Gerontologist. 1980;20(6):649-55

³ Morris, J.C. (1993). The Clinical Dementia Rating (CDR): current version and scoring rules. *Neurology*, 43, 2412–2414.

JUDGMENT AND PROBLEM SOLVING	Solves everyday problems and manages business and financial affairs well; judgment good in relation to past performance	Slight impairment in solving problems, similarities, and differences	Moderate difficulty in handling problems, similarities, and differences; social judgment usually maintained	Severely impaired in handling problems, similarities, and differences; social judgment usually impaired	Unable to make judgments or solve problems
COMMUNITY AFFAIRS	Independent function as usual in job, shopping, volunteer, and social groups	Slight impairment in these activities	Unable to function independently at these activities though may still be engaged in some; appears normal to casual inspection	No pretense of independent function outside the home; appears well enough to be taken to functions outside the family home	Appears too ill to be taken to functions outside the family home
HOME AND HOBBIES	Life at home, hobbies and intellectual interests well maintained	Life at home, hobbies, and intellectual interests slightly impaired	Mild but definite impairment of functions at home; more difficult chores, and complicated hobbies and interests abandoned	Only simple chores preserved; very restricted interests, poorly maintained	No significant function in the home
PERSONAL CARE	Fully capable of self-car	e	Needs prompting	Requires assistance in dressing, hygiene and keeping of personal effects	Requires much help with personal care; frequent incontinence

A note of application of the CDR to adults with intellectual disability. Some work has been done by applying the CDR to adults with Down syndrome⁴ with the intent to see if it would discern dementia from inherent cognitive impairment. The CT! Project would benefit from an interpretative advisory on scoring the CDR with adults with pre-existing intellectual disability that would be useful for Participants.

ALIGNMENT OF BENEFICIARIES WITH GUIDE

CMS notes that adults with Medicare must have dementia (of any type) to be eligible for voluntary alignment to a GUIDE Participant and may be at any stage of dementia—mild, moderate, or severe.

When an adult with Medicare is first assessed for the GUIDE Model, "CMS will rely on clinician attestation rather than the presence of ICD-10 dementia diagnosis codes on prior Medicare claims." A clinician, who must be on the *GUIDE Participant's Practitioner Roster* must attest that based on his or her comprehensive assessment, beneficiaries meet the (1) *National Institute on Aging-Alzheimer's Association Diagnostic Guidelines for Dementia*⁵ and/or the (2) *DSM-5 diagnostic guidelines for major neurocognitive disorder*.

Alternatively, they are permitted to attest that they have received a written report of a documented dementia diagnosis from another Medicare-enrolled practitioner.

Once a beneficiary is voluntarily aligned to a GUIDE Participant, the GUIDE Participant must attach an eligible ICD-10 dementia diagnosis code to each Dementia Care Management Payment (DCMP) monthly claim for it to be paid by CMS.

Internal notes:

⁴ Lessov-Schlaggar, C.N., del Rosario, O.L., Morris, J.C. et al. Adaptation of the Clinical Dementia Rating Scale for adults with Down syndrome. *J Neurodevelop Disord* 11, 39 (2019). https://doi.org/10.1186/s11689-019-9300-2

⁵ https://www.nia.nih.gov/news/alzheimers-diagnostic-guidelines-updated-first-time-decades

- (1) It is unclear from CMS statements whether the National Institute on Aging-Alzheimer's Association Diagnostic Guidelines for Dementia which came out in 2011 will be overwritten by the Alzheimer's Association's "Revised Criteria for Diagnosis and Staging of Alzheimer's Disease: Alzheimer's Association Workgroup" (Jacks et al., 2024) which were recently issued. These new criteria are more aligned to biomarkers and associated clinical staging for defining the presence of Alzheimer's disease. Both guidelines were developed for diagnosing Alzheimer's disease, however, it is assumed that CMS intends that they apply to the diagnosing other forms of dementia.
- (2) We are not yet informed whether the CMS GUIDE will accept the NTG-EDSD when adults with intellectual disability are examined and diagnosed. This is something we will investigate as we move forward.

Functional Assessment Screening Tool (FAST)

			ing Igno					behavior when he/she ttention to someone
	Functional Analysis Screening Tool		[]Y	29		1]No	[]N/A
						engage li	n the problem	behavior when requests
Client:	Date:		eferred iken ev		les [gar	mes, snac	ks] ere denle	d or when these Items
			[]Y	_		1]No	[]N/A
Inform	ent:Interviewer:							seregivers usually try to
	Interviewer: The FAST identifies environmental and physical	celmi	he dilen		or try to		client in prefer]No	red activities?
	that may influence problem behaviors. It should be used only for sing purposes as part of a comprehensive functional analysis of	4. Is			ally we			is getting lots of
the be	havior. Administer the FAST to several individuals who interact		tion or	when p		d Items o	r activities are	freely available?
a serie	e client frequently. Then use the results as a guide for conducting is of direct observations in different situations to verify behavioral		[]Y]No	[]N/A
functio behavi	ins and to identify other factors that may influence the problem		the circ activit		stent w	nen aske	a to periorm e	task or to participate in
benav	or.		[]Y	29]]No	[]N/A
	Informant: Complete the sections below. Then read each on carefully and answer it by circling "Yes" or "No". If you are	6. D	es the	client	usually	engage Ir	n the problem roup activities	behavior when asked to
	ain about an answer, circle "N/A".	perio	m e te		pertic		No Pour activities	7 I IN/A
Inform	ent-Client Relationship		hen the		em beh			nt usually given a break
1. Ind	icate your relationship to the client: []Parent []Instructor		tasks?					
[]T	herapist []Parapro []Residential Staff []Other wilding have you known the client?		[]Y		- Library]No	[]N/A is not required to do
	you interact with client delly?[]Yes []No	8. Is		nt usu	uny we	ii benaved	when ne/sho	is not required to do
4. In v	vhat situations do you usually interact with the client? leals []Academic training []Lelsure activities		[]Y	25		1]No	[]N/A
[IM	/ork or vocational training []Self care					/lor seem	to be a "ritual	or habit, repeatedly
	ther	occu	rring the		way?	-]No	I IN/A
	m Behavior Information	10. 0			t usuall			n behavior even when
	blem behavior [check and describe]: ggression:	no or	ie is an	ound o	r watch	ing?		
[]84	elf-injury:	44.5	[]Y]No	[]N/A wfor over other types of
[]81	ereotypy: operty destruction:	leisun	e activiti	297 297	ee en	a control of	e problem beni	and over directlypes of
	sruptive behavior:		[]Y]No	[]N/A
2.		12. C	loes th	e probl	lem bet	nevior app	ear to provide	some sort of sensory
-	Frequency:	-	[]Y	25		1]No	[]N/A
	[]Hourly []Delly []Weekly []Less					y engage	In the probler	n behavior more often
3.		when	he/she			-]No	I IN/A
Į.	Severity:	14. 8			behevi			high rates for several
- 1	mild: disruptive but little risk to property or health		and the	n stop				
- 1	moderate: property damage or minor injury	45.5	[]Y]No	[]N/A
L	severe: significant threat to health or safety		les? If s			irrent painn	ul conditions su	ch as ear infections or
4. Situ	uations in which the problem behavior is most likely:		[]Y	0.0		-]No	I IN/A
Days/	Times:	16. 1	the cli	ent is e	operier	neing phy	sical problem	s, and these are treated,
	s/Activities:	does	the pro	blem b	ehevio	r usually (go away?	
5. Situ	uations in which the problem behavior is least likely:		[]Y	25		1]No	[]N/A
Setting	ps/Activities:			Scoring	Sumn	nary - Circ	ele the numbe	r from above
	ns present:				of eac	h questio	n enswered "	Yes".
	at is usually happening to the client right before the problem for occurs?	-						
7 0/0	and usually becomes to the ellent daht affect the public to be a		ms elre			Total		ource of Reinforcement
7. Wr occurs	net usually happens to the client right after the problem behavior	1	2	3	4		Attention/F	Preferred Items (Social)
9 U	w do you handle the behavior when it occurs?	5	6	7	8		E	scape (Social)
a. H0	w do you mandle the behavior when it occurs?	9	10	11	12		Sensory 8	Stimulation [Automatic]
		13	14	15	16			enuation (Automatic)
9. Cor	mments:	13	14	15	16		Pain Att	endadon (Automatic)
		5" editio	n; @ 2002	The Flo	ride Cent	er on Self-In	jury:	

Another format for the FAST

Nan	me:	Age:	Date:		
	navior Problem:				_
	rmant:				
influ com indi- obse	the Interviewer: The Functional Analysis S- uence the occurrence of problem behavior prehensive functional assessment or anal- viduals who interact with the person frequency ervations in several different contexts to veri evant factors that may not have been included	 It should be used only as an initysis of problem behavior. The FAST uently. Results should then be used fy likely behavioral functions, clarify an 	itial screening toll and a should be administered as the basis for cond	as part of d to sevucting d	of a veral irect
care prot prot	the Informant: After completing the section afully. If a statement accurately describes the blem consists of either self-injurious behavior blem consists of aggression or some other for applete only Part II.	e person's behavior problem, circle "Y or or "repetitive stereotyped behaviors	es." If not, circle "No." If s," begin with Part I. Ho	the beha wever, if	vior the
Info	ormant-Person Relationship				
	cate your relationship to the person:		uctorResidential S	taff	Other
How	v long have you known the person?	YearsMonths			
Do y	you interact with the person on a daily basis?	YesNo			
lf "Y	es," how many hours per day? I	f "No," how many hours per week?			
In w	hat situations do you typically observe the pe	rson? (Mark all that apply)			
	Self-care routinesAcademic	c skills trainingMeals	When (s)he has	nothing	to do
	Leisure activitiesWork/voc	ational trainingEvenings	Other:		
Por	t I. Social Influences on Behavior				
1.	The behavior usually occurs in your presen	ce or in the presence of others		Yes	No
2.	The behavior usually occurs soon after you an instruction or reprimand, walking away fr requiring him/her to change activities, talkin	or others interact with him/her in some rom (ignoring) the him/her, taking away	a "preferred" item,	Yes	No
3.	The behavior often is accompanied by other			Yes	No
	Complete Part II if you answered "Yes" to	, , ,		s in Part	1.
Pari	t II. Social Reinforcement				
4.	The behavior often occurs when he/she has	s not received much attention		Yes	No
5.	When the behavior occurs, you or others us comforting statements, verbal correction or			Yes	No
6.	(S)he often engages in other annoying beha	aviors that produce attention		Yes	No
7.	(S)he frequently approaches you or others	and/or initiates social interaction		Yes	No
8.	The behavior rarely occurs when you give h	nim/her lots of attention		Yes	No
9.	The behavior often occurs when you take a preferred leisure activity (If "Yes," identify:	particular item away from him/her or w	hen you terminate a)	Yes	No
10.	The behavior often occurs when you inform engage in a particular activity. (If "Yes," ide		ertain item or cannot	Yes	No
4.4	When the behavior occurs, you often respo food, or some other item. (If "Yes," identify:		ch as a favorite toy,	Yes	No
11.	(\$No often engages in other appouling beh-		items or activities.	Yes	No
11.	(3) He often engages in other annoying ben-	aviors that produce access to preferred			

14.	The behav	ior of	en oc	curs d	uring t	rainin	g activ	rities o	or when asked to complete tasks.	Yes	No
15.					-		-		or when asked to complete tasks.	Yes	No
16.	The behav	The behavior often occurs when the immediate environment is very noisy or crowed.							No		
17.	When the	behav	ior oc	curs, y	ou oft	en res	spond	by giv	ing him her brief "break from an ongoing task.	Yes	No
18.	The behav	ior rai	ely oc	curs v	vhen y	ou pia	ace fe	w dem	ands on him/her or when you leave him/her alone.	Yes	No
Part	III. Nonsoc	ial (A	utoma	tic)R	einfor	ceme	nt				
19.	The behav	ior oc	curs fr	equer	itly wh	en (s)	he is	alone	or unoccupied	Yes	No
20.	The behave surrounding				ively h	igh ra	tes re	gardle	ss of what is going on in his/her immediate	Yes	No
21.	(S)he seer behavior.	ns to I	have f	ew kn	own re	einford	ers or	rarely	rengages in appropriate object manipulation or "play"	Yes	No
22.	(S)he is ge	enerall	y unre	spons	sive to	socia	l stimu	ulation		Yes	No
	object twirl	ling, m	outhir	ng, etc			,,,		viors such as body rocking, hand or finger waving,	Yes	No
24.	When (s)h rarely atter					or, yo	u and	other	s usually respond by doing nothing (i.e., you never or	Yes	No
25.									ph" cycle, the behavior occurs frequently and is behavior rarely occurs.	Yes	No
26.	The behav	ior se	ems to	occu	r more	ofter	wher	the p	erson is ill.	Yes	No
27.	(S)he has		•					s	coring Summary	Yes	INC
27.	(S)he has		•					s	coring Summary nu completed only Part II, also circle items 1, 2. <u>and</u> 3	res	INC
27.		c	ircle t	he iter	ns ans	swere	d "Yes	S " If ye	coring Summary nu completed only Part II, also circle items 1, 2. <u>and</u> 3 <u>Likely Maintaining Variable</u>	res	INC
27.	1	2	ircle t	he iter 4	ns ans	swere 6	d "Yes	S :.* If yo	coring Summary nu completed only Part II, also circle items 1, 2. <u>and</u> 3 <u>Likely Maintaining Variable</u> Social Reinforcement (attention)		NG
27.	1 1	2 2	Sircle t	he iter 4 9	5 10	6	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. <u>and</u> 3 <u>Likely Maintaining Variable</u> Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite		NG
27.	1 1 1	2 2 2	3 3 3	he iter 4 9 14	5 10 15	6 11 16	d "Yes	S :.* If yo	coring Summary nu completed only Part II, also circle items 1, 2, and 3 Likely Maintaining Variable Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite Social Reinforcement (escape)		NÇ
27.	1 1	2 2	Sircle t	he iter 4 9	5 10	6	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. <u>and</u> 3 <u>Likely Maintaining Variable</u> Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite		N
27.	1 1 1 19	2 2 2 2 20 20	3 3 3 3 21	4 9 14 22 25	5 10 15 23	6 11 16 24	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. and 3 Likely Maintaining Variable Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite Social Reinforcement (escape) Automatic Reinforcement (sensory stimulation)		PAC
27.	1 1 1 19	2 2 2 2 20 20	3 3 3 21 24	4 9 14 22 25	5 10 15 23	6 11 16 24	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. and 3 Likely Maintaining Variable Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite Social Reinforcement (escape) Automatic Reinforcement (sensory stimulation)		INC
27.	1 1 1 19	2 2 2 2 20 20	3 3 3 21 24	4 9 14 22 25	5 10 15 23	6 11 16 24	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. and 3 Likely Maintaining Variable Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite Social Reinforcement (escape) Automatic Reinforcement (sensory stimulation)		INC
27.	1 1 1 19	2 2 2 2 20 20	3 3 3 21 24	4 9 14 22 25	5 10 15 23	6 11 16 24	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. and 3 Likely Maintaining Variable Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite Social Reinforcement (escape) Automatic Reinforcement (sensory stimulation)		INC
27.	1 1 1 19	2 2 2 2 20 20	3 3 3 21 24	4 9 14 22 25	5 10 15 23	6 11 16 24	d "Yes 7 12	s :.** If yo 8 13	coring Summary nu completed only Part II, also circle items 1, 2. and 3 Likely Maintaining Variable Social Reinforcement (attention) Social Reinforcement (access to specific activities/ite Social Reinforcement (escape) Automatic Reinforcement (sensory stimulation)		No

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Sourced: https://ohiofamiliesengage.osu.edu/wp-content/uploads/2021/08/FAST-Tool.pdf

The Functional Assessment Staging Scale (FAST) is a screening test used to quantitatively assess the degree of impairment and to document changes that occur over time. It is not intended to serve as the sole criterion for diagnosing dementia or to differentiate between various forms of dementia.

Zarit Burden Interview

The Zarit Burden Interview is a caregiver self-report measure that originated as a 29-item questionnaire. Each instrument item is a statement which the caregiver is asked to endorse using a 5-point scale. Response options range from 0 (Never) to 4 (Nearly Always). The instrument is used to assess the level of subjective feelings of burden experienced by caregivers of older persons with dementia and other types of disability. *The current version uses 22 items* (ZBI-22). Below is a shorter, 12 item, version.

ZARIT BURDEN INTERVIEW

Indicate how often you experience the feelings listed by circling the number in the box that best corresponds to the frequency of these feelings.

	Never	Rarely	Sometimes	Quite Frequently	Nearly Always
Do you feel that because of the time you spend with your relative that you don't have enough time for	0	1	2	3	4
yourself? 2) Do you feel stressed between caring for your relative and trying to meet other responsibilities	0	1	2	3	4
(work/family)? 3) Do you feel angry when you are around the relative?	0	1	2	3	4
4) Do you feel that your relative currently affects your relationship with family member or friends in a negative way?	0	1	2	3	4
5) Do you feel strained when you are around your relative?	0	1	2	3	4
Do you feel that your health has suffered because of your involvement with your relative?	0	1	2	3	4
7) Do you feel that you don't have has much privacy as you would like because of your relative?	0	1	2	3	4
8) Do you feel that your social life has suffered because you are caring for your relative?	0	1	2	3	4
9) Do you feel that you have lost control of your life since your relative's illness?	0	1	2	3	4
10) Do you feel uncertain about what to do about your relative?	0	1	2	3	4
11) Do you feel you should be doing more for your relative?	0	1	2	3	4
12) Do you feel you could do a better job in caring for your relative?	0	1	2	3	4

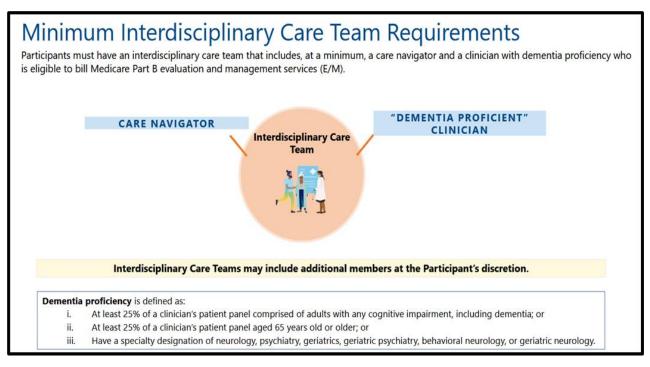
Total for each column	 	 	
Total Score			

To use the longer version ZBI-22, permission must be obtained from: https://eprovide.mapi-trust.org/instruments/zarit-burden-interview.

INTERDISCIPLINARY TEAM

CMS envisions that the dementia care plan and services provided to caregivers and the beneficiaries will be organized by an Interdisciplinary Care Team (ICT). The composition of the ICT will at minimum be comprised of the Care Navigator and the Practitioner (which is a 'Dementia Proficient Clinician') (see figure). The ICT is responsible for integrating the findings of the assessments noted above into a dementia care plan and assure that services are provided in accord with the plan.

The Practitioner must be registered on a GUIDE Practitioner Roster, which is maintained by the Participant. To be on the Roster, the Practitioner must have a National Provider Identifier (NPI) as an individual Medicare-enrolled physician. Non-physician practitioners must have re-assigned their billing rights to the Participant's billing TIN. The practitioner must also be a clinician with "dementia proficiency." This is defined in the figure below.



Source: Guiding an Improved Dementia Experience (GUIDE) Request for Applications (RFA) Webinar, November 30. 2023. https://www.cms.gov/files/document/guide-rfa-webinar-slides.pdf

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