



**IDAHO COUNCIL ON
DEVELOPMENTAL
DISABILITIES**

2016 Annual Work Plan

October 1, 2015 – September 30, 2016

5th Year of 2012-2016 Strategic Plan



Banana Packet

Goal 1 - Service System Improvement

The Council will work with partners on at least two (2) systems change initiatives and provide information, education, and skill building activities each year so that Idahoans with developmental disabilities will have increased opportunities for inclusive education and employment, improved access to individualized services, and quality support in their communities.

Objective 1.1 Inclusive Education – Teacher Certification

Working with stakeholders and partners, develop a comprehensive plan by September 2016 to change teacher certification in Idaho that blends general education and special education with balanced preparation of evidence-based practices that support inclusive education for all students.

FY 2016 Activities

- *Host at least 2 meetings of Inclusive Education Task Force and/or Task Force Subcommittee(s)*
- *Work with Task Force partners to research, explore impact, and develop a plan to change teacher certification*
- *Provide best practice training from outside resources to the Inclusive Education Task Force Members and partners*
- *Finalize comprehensive plan and present to stakeholders*
- *Identify new partners to promote a change in teacher certification in Idaho*

Objective 1.2 Inclusive Education - Ongoing Technical Assistance Plan

Before September 2016, convene key stakeholders to begin development of a plan to provide technical assistance and professional development to assist schools to implement evidence-based inclusion practices that lead to positive post-school outcomes for all students by incorporating a focus on a) Least Restrictive Environment; b) Positive Behavioral Intervention and Support; c) core standards; d) Universal Design for Learning; e) assistive technology; and f) methods for co-teaching.

FY 2016 Activities

Working with InED Task Force and other partners...

- *Working with stakeholders, develop a plan for professional development for in-service training (teachers, staff, administration) to improve inclusive practices*
- *Promote parent awareness of inclusive education through partners on the Inclusive Education Task Force*
- *Support Inclusive Education Task Force Members to observe first-hand inclusive education practices*
- *Provide funding for opportunities for educators to attend national conferences to learn best practice in inclusive education*

Objective 1.3 – Employment First

Create more opportunities for people with developmental disabilities to have jobs in the community that are integrated, inclusive, and pay more than minimum wage by working with partners on a statewide employment first project that includes educating communities, training staff, and writing at least one state policy by September 2016 to improve services that support fully integrated, competitive employment.

FY 2016 Activities

- *Convene Employment First Consortium, support workgroups*
- *Utilize opportunities for technical assistance from national experts through the Employment Learning Community, ODEP Employment First State Leadership Mentoring Project, and other resources*
- *With key partners, draft recommendations for adding employment service options under the Idaho Medicaid program in line with HCBS rules*
- *Build public awareness and support for Employment First message*
- *Promote Idaho Disability Employment Awareness Month activities including Take Your Legislator to Work and post awareness information*
- *Support employment planning training opportunities for transition-age youth and families*
- *Review research reports and state system data related to employment services*
- *Monitor employment related policies and program changes*
- *Participate in project-relevant councils, committees, and workgroups*

Objective 1.4 – Disability Mentoring Day

Work with others to support Disability Mentoring Day activities in at least three (3) communities each year to help youth find out about jobs in their communities.

FY 2016 Activities

- *Review reports from local October 2015 projects and pay grant funds*
- *Build awareness by further developing the Idaho Disability Mentoring Day webpage on the Council website*
- *Establish budget, announce funding opportunity, and make grant applications available for October 2016 events (July 2016)*
- *Review grant applications and announce funding awards. (September 2016)*
- *Develop agreements with local planning teams that include evaluation requirements (September 2016)*

Objective 1.5 – Quality Support Staff

Increase the quality of support staff by providing or supporting training that builds the skills and knowledge of up to 200 direct support staff each year.

FY 2016 Activities

- *Meet with employment service providers to develop a plan for ongoing training for employment support professionals*
- *Identify opportunities and provide funding for training in best practice in employment support for job coaches/employment specialists*

Objective 1.6 – DD Services System Change

Work with partners on service system changes to improve access to individualized developmental disability services in Idaho communities.

FY 2016 Activities

- *Convene meetings of Collaborative Workgroup, support Steering Committee and work groups through a facilitation contract*
- *Gather and disseminate information via Council-hosted webpage*
- *Conduct statewide examination of self-direction waiver to improve flexibility with pre and post survey to measure outcomes*
- *Produce policy analysis of statewide surveys in collaboration with the CDHD and present to full CWG*
- *Work collaboratively with the CDHD to conduct a study, including statewide focus groups with adults and families, to assess current level of compliance with CMS HCBS rules*
- *Present findings of HCBS study to the Department of Health & Welfare*
- *Identify barriers to moving toward best practice*
- *Monitor and respond to changes in rules, policies and programs impacting services for adults with DD*
- *Outline a plan for needed changes, prioritize action items, establish timelines*
- *Monitor progress on action items in strategic plan*
- *Draft recommendations for presentation to policymakers and stakeholders*

Goal 2 - Leadership Development

The Council supports a statewide self-advocacy organization and leadership training for individuals with developmental disabilities and family members so they can participate fully in advocacy coalitions to be a strong voice for local and state systems change.

Objective 2.1 – Self-Advocacy Organization

Provide money each year to support one (1) statewide self-advocacy organization led by people with developmental disabilities.

FY 2016 Activities

- *Monitor self-advocacy organization contract and provide technical assistance*
- *Evaluate contractor activities*

Objective 2.2 – Statewide Self-Advocacy Conference

Completed in 2013.

Objective 2.3 – Leadership Development Training

SELF-ADVOCATES - Each year, support self-advocate leaders to provide and/or receive leadership development training.

FY 2016 Activities

- *Set budget each year to support self-advocates to present or attend training*
- *Receive and approve funding applications for conferences and other training opportunities and review required follow-up reports from recipients*
- *Gather evaluation data from self-advocates and training participants*
- *Support presentation by Jenny Hatch on Supported Decision Making at the Idaho Magistrate Judges Conference in May 2016*

Objective 2.4 – Leadership Development for Families

Provide or support at least one (1) leadership development program for parents and family members of people with developmental disabilities by September 2016.

FY 2016 Activities

- *Set conference funding budget each year for parents/family members*
- *Receive and approve funding applications for conferences and other training opportunities and review required follow-up reports from recipients*
- *Work with partners to collaboratively fund and staff the Partners in Policymaking program that begins in September 2015*
- *Coordinate Partners in Policymaking in 2015/2016*
- *Develop long-term follow-up surveys for leadership development graduates*
- *Gather data on the impact of the training from Partners graduates*
- *Provide Partners graduates information on on-going leadership opportunities*
- *Utilize Partners in Policymaking as a training opportunity for DD Council members and/or staff*

Objective 2.5 – Community Development

Create and support a grassroots, diverse coalition to build capacity through community development in at least one (1) community by September 2016 that includes local people with developmental disabilities and other community members that can be copied in other parts of the state.

FY 2016 Activities

- *Continue various activities to build a coalition in identified community*
- *Research potential partners to work with in identifying a community development site*
- *Identify a community project and provide funding to support the effort*
- *Identify and provide funding for a Community Connector*
- *Provide training and ongoing support to the identified community*
- *Evaluate feasibility of community potential for community coalition*

Objective 2.6 – Council Member Leadership

Ensure that Council members get the support and training they need to fulfill their responsibilities under the law, are provided easy to understand information, and participate in a Council self-assessment each year.

FY 2016 Activities

- *Provide support to the full Council and any ad-hoc committees*
- *Explore leadership training opportunities for members, inform Council members*
- *Provide new member orientation as needed and at least one additional training to all Council members each year*
- *Survey members after each training provided, review data for process improvement, develop and conduct long term follow-up survey on impact*
- *Conduct a Council self-assessment each year*
- *Educate and prepare members to participate in the development of the Council's 2017-2021 5-year strategic plan*

Goal 3 - Information, Outreach, and Inclusion

Increase public access to information and improve awareness so that communities are welcoming and inclusive and community members report they have more understanding of the strengths and abilities of people with developmental disabilities.

Objective 3.1 Inclusion and Awareness

Promote inclusion by including people with developmental disabilities in at least two (2) non-disability community programs, organizations, activities or media campaigns each year.

FY 2016 Activities

- *Identify and participate in at least one public awareness opportunity*
- *Provide information about people with developmental disabilities to the media and others, share information on People First Language*
- *Utilize social media for awareness campaigns, measure impact*

Objective 3.2 Access to Information

Provide easy-to-understand information about Idaho's developmental disability service systems through printed materials, social media, and a Council website that is updated at least every three (3) months.

FY 2016 Activities

- *Gather pertinent information & convert to plain language, post on website and Facebook*
- *Provide regular updates on issues via website, Facebook, electronic newsletter and other formats*
- *Staff provide information and referral in response to calls/emails*

Goal 4 - Policy Involvement

Advance the interests of people with developmental disabilities in public policy decisions through Council involvement in coalitions, initiatives, and training.

Objective 4.1 Policy Involvement

Keep the Council involved in work on policy issues by participating in meetings of the Consortium of Idahoans with Disabilities and other groups.

FY 2016 Activities

- *Participate in meetings of the Consortium for Idahoans with Disabilities (CID), statutorily required decision-making bodies, and other key groups*
- *Monitor service system policy changes and share information*
- *Review/inventory Council position papers and develop new ones as needed*
- *Survey people with developmental disabilities on impact of system/policy changes*
- *Develop and distribute plain language fact sheets on policy issues*
- *Advocate for policies consistent with Council position and values*

Objective 4.2 Legislative Advocacy Training

Work with partners to support annual Disability Advocacy Day activities and legislative training for individuals with developmental disabilities, family members, and guardians.

FY 2016 Activities

- *Work with the Consortium for Idahoans with Disabilities and other stakeholders to develop and provide disability advocacy trainings*
- *Working with others, organize and support Disability Advocacy Day at the capitol during the legislative session*
- *Conduct post survey of all Disability Advocacy workshop participants to measure the effectiveness of workshops*

Objective 4.3 Council Policy Agenda

Support Council members to identify emerging policy issues and develop a yearly policy agenda by providing easy-to-understand policy information.

FY 2016 Activities

- *Provide support to any Council member and ad-hoc committee related to Council public policy advocacy*
- *Identify emerging policy issues*
- *Translate technical information into plain language, present to Council for consideration in development of annual public policy agenda*
- *Check for understanding and collect evaluations from Council members to measure quality of information provided*
- *Support Council members and staff to attend disability policy conferences*

Objective 4.4 Legislative Advocacy by Council Members

Support Council members to develop relationships with legislators and other policymakers each year.

FY 2016 Activities

- *Provide training to Council members on the legislative process and information about their legislators*
- *Provide support for member contact with legislators and other policymakers between sessions*
- *Members meet with legislators during the legislative session to educate them about Council positions*