

Proposed 5-Year Strategic Plan 2017-2021



Idaho Council on Developmental Disabilities

Vision:

All Idahoans participate as equal members of society, empowered to reach their full potential as responsible and contributing members of their communities.

Purpose:

The Idaho Council on Developmental Disabilities is a 23-member volunteer board, created by federal and state law and appointed by the Governor. The Council engages in advocacy, capacity building, and systemic change activities working intentionally to promote a coordinated, participant and family-centered system of community services. The Council also works to build the capacity of communities to recognize the gifts and talents of all community members so that people with developmental disabilities are living meaningful and included lives. The work of the Council is directed by its appointed members who determine Council priorities.

The following plan outlines the goals, objectives and expected outcomes we are proposing for our future work and what we hope to make happen in the next five years. For better understanding, there is a glossary of terms on pages 7-8.

*Please contact the Council with any comments you have about our 5-year plan by calling, writing, or emailing the Council office by **July 12, 2016**.*

Idaho Council on Developmental Disabilities

700 W. State Street, Suite 119

Boise, Idaho 83702-5868

208-334-2178 toll free: 1-800-544-2433

Fax: 208-334-3417

Email: tracy.warren@icdd.idaho.gov

1 Adults with intellectual/developmental disabilities experience improved quality in Home and Community Based Services

1.1 Convene and support stakeholders*, including individuals with disabilities and family members, to develop state quality indicators that align with federal rules about how Home and Community Based Services (HCBS) are provided through residential habilitation by October 2018.

Expected Outcomes

- *Idaho HCBS quality assurance system aligns to quality indicators and federal requirements*
- *Quality assurance data is gathered directly from individuals receiving HCBS services through residential habilitation*
- *Data gathered through quality assurance activities informs improvements to the system and provision of HCBS services*

1.2 Each year of the plan, work with the Idaho Department of Health and Welfare, service providers, individuals with disabilities and families to support a person-centered thinking* system by demonstrating a model of best practice in planning and implementation of direct services.

Expected Outcomes

- *Idaho departmental and state policies promote a person-centered thinking system*
- *Service providers use person-centered thinking practices* throughout their organizations and in providing direct services*
- *Increased percentage of individuals who direct their plan development*
- *Quality assurance data shows an increase in individuals who report they have more choice, access to community, and improved quality in direct services*

*See glossary page 7-8

Proposed 5-Year Strategic Plan 2017-2021

- 1.3 Work with partners on systems change and policy development so that by July 2021, people with intellectual/developmental disabilities have access to Medicaid person-centered planning* (PCP) services statewide provided by trained, qualified planning specialists.**

Expected Outcomes

- *New person-centered planning services are established and supported through state policies and procedures*
- *A PCP specialist training platform is established and open to participants*
- *PCP specialists are competent in best practice for person-centered planning and are supporting individuals around Idaho*
- *There are bilingual, Spanish-speaking PCP Specialists working with individuals in Idaho*
- *Increased percentage of individuals report they are supported to lead their plan development and their plans include goals they have chosen*
- *Quality assurance data shows better outcomes for individuals related to quality indicators*

Proposed 5-Year Strategic Plan 2017-2021

2 Youth and young adults with intellectual/developmental disabilities transition from school into an adult life that includes competitive integrated employment, community engagement, and full citizenship.

2.1 For each year of the plan, provide/support education and training for families, youth/young adults, teachers, and other team members, to increase the number of children and youth who experience a strength-based, person-centered transition planning process for each educational transition.

Expected Outcomes

- *Team members gain skills to conduct planning that is student-led and builds upon the student's strengths*
- *Families and other team members value, and gain skills to facilitate, informed supported decision-making by youth and young adults*
- *Spanish-speaking families are informed, supported and engaged in the transition planning process and activities*
- *Families are engaged in identifying their children's strengths and abilities and actively involved in the transition-planning process*
- *Families have high expectations for their children to achieve post-school goals including employment, citizenship, and inclusive community engagement*
- *Increase in the percentage of positive post-school outcomes for students with disabilities*

Proposed 5-Year Strategic Plan 2017-2021

- 2.2** By September 2021, increase the percentage of youth/young adults with intellectual/developmental disabilities that achieve competitive integrated employment* in the community by working with Workforce Innovation and Opportunity Act partners* and Medicaid to implement best practice in customized employment*.

Expected Outcomes

- *Students with significant disabilities have equal access to pre-employment transition services/activities and engage in paid work experience*
- *Young adults have access to employment support services in their Medicaid plans*
- *Employers are more aware of the capabilities of individuals with disabilities and are hiring youth/young adults from their community*
- *Increase in the number of youth and young adults that gain integrated, competitive employment in the community*

Proposed 5-Year Strategic Plan 2017-2021

3 Leaders with intellectual/developmental disabilities are engaged with other people with disabilities and families in a statewide coalition that has a strong, collective voice on policy issues and systems change.

3.1 By September 2019, establish a statewide, culturally diverse coalition* of people with disabilities and families who have been trained and are supported each following year of the plan to advocate at the local and state level on policy issues.

Expected Outcomes

- *Increase in the number of individuals with disabilities and family members that have leadership and policy advocacy skills*
- *Leaders with intellectual/developmental disabilities mentor youth with disabilities and new leaders to gain leadership and advocacy skills*
- *Individuals with intellectual/developmental disabilities are partnering with parents/families and exercising their advocacy skills at the state and local level*
- *The coalition is recognized as a capable and knowledgeable voice in policy development and systems change efforts*

*See glossary page 7-8

Proposed 5-Year Strategic Plan 2017-2021

Glossary of Terms

Coalition – a group of people who form an alliance to work on a shared goal

Competitive integrated employment – work that is done on a full-time or part-time basis and the employee with a disability is paid at a rate that is not less than state minimum wage or the regular wage paid by the employer for the same or similar work done by other employees who do not have disabilities.

Customized employment – a flexible process that creates a more personalized employment relationship between the job seeker and the employer that meets the needs of both. It is based on a match between the strengths, conditions, and interests of the job seeker and the needs of the employer. Uses an individualized approach to employment planning and job development – one person at a time... one employer at a time. Started as a way to welcome and serve people with disabilities, the principles of customized employment are now used to respond to requests from all employees for greater workplace flexibility. <https://www.dol.gov/odep/topics/CustomizedEmployment.htm>

Person-centered planning/practices – Person-centered planning (PCP) is an ongoing problem-solving process used to help people with disabilities plan for their future. Planning from a person-centered perspective seeks to listen, discover and understand the individual. It is a process directed by the person that helps us learn how they want to live and describes what supports are needed to help them move toward a life they consider meaningful and productive.

The planning process empowers the person by building on their individual abilities and skills, building a quality lifestyle that supports the person in finding ways to contribute to their community. Other factors which impact the individual's life, such as health and wellness, are also considered during the planning process. Knowing and exploring opportunities to use a person's skills and abilities helps to set a direction while providing positive motivation, and increasing the likelihood of achieving the desired outcomes that are most important to the person receiving supports.

http://www.opwdd.ny.gov/opwdd_services_supports/person_centered_planning <http://www.pacer.org/transition/learning-center/independent-community-living/person-centered.asp>

Proposed 5-Year Strategic Plan 2017-2021

Quality indicators – a set of measures that provide a way to determine the quality of services provided to individuals. An indicator often describes a situation or outcome like: person is able to make choices about their everyday life; person is able to see their family and friends when they want; person is allowed to use the phone or internet at any time; person has a paid job in the community.

Stakeholders – a person or group that has an interest in, or is affected by, the disability service system and state rules and laws.

Workforce Innovation and Opportunity Act (WIOA) partners – WIOA is a federal law that mandates collaboration between state agencies and organizations and describes required activities to support individuals to prepare for and gain employment in the community. WIOA partners listed in the Idaho combined state plan are: Idaho Commission on Aging, Idaho Commission for the Blind and Visually Impaired, Idaho Department of Labor, Idaho Division of Professional Career Education, Idaho Division of Vocational Rehabilitation.