



**IDAHO COUNCIL ON  
DEVELOPMENTAL  
DISABILITIES**

# **2013 Annual Work Plan**

**October 1, 2012 – September 30, 2013**



**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**

Increase the number of students with developmental disabilities who are included in regular classrooms and school activities by working with partners to support, enhance and document best practice in inclusive education in at least three (3) schools by September 2016.

FY 2013 Activities

- Engage partners, host meetings of Inclusive Education Task Force
- Develop evaluation criteria and methodology for inclusion
- Identify school and school staff for pilot sites
- Provide training for school staff and on-going technical assistance
- Monitor education-related policies and program changes
- Participate in project relevant councils, committees, and workgroups

## **Objective 1.2 – 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 2013 Activities

- Engage the support of key partners, including community service providers
- Convene Employment First Consortium, support workgroups
- Develop strategic plan for Employment First initiative
- Utilize opportunities for technical assistance from national experts
- Work with research contractor to collect flexible funding policy information from other states
- Begin to build public awareness and support for Employment First message and state initiative

- Review research reports and state system data related to employment services
- With key partners, draft recommendations for policy
- Monitor employment related policies and program changes
- Participate in project-relevant councils, committees, and workgroups

### **Objective 1.3 – 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 2013 Activities

- Encourage media coverage for local DMD events; attend events as possible
- Review reports from local projects and pay grant funds
- Create Idaho Disability Mentoring Day webpage as Council project
- Establish budget, promote DMD funding opportunity, and make grant applications available for following year
- Review grant applications and announce funding awards for 2014 projects
- Develop agreements with local planning teams that include evaluation requirements

### **Objective 1.4 – 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 2013 Activities

- Determine evaluation criteria to measure effectiveness of training that leads to improved quality support
- Explore opportunities for direct support staff training that align with desired outcomes in quality assurance and criteria
- Develop recommendations to pursue preferred approach
- Develop evaluation methodology
- Implement recommended approach and measure effectiveness

## **Objective 1.5 – DD Services System Change**

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

### FY 2013 Activities

- Convene meetings of Collaborative Workgroup, support Steering Committee and work groups
- Gather and disseminate information via Council-hosted webpage
- Identify barriers to moving toward best practice
- Gather information from other states
- 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 others

## **Objective 1.6 – Community Capacity**

To help fill the gaps in traditional developmental disability services, do research to learn ways to increase natural supports in Idaho communities and provide a report with recommendations by year five (5) of the plan.

### FY 2013 Activities

- Survey 2012 Region X DD Network Summit participants
- Contact Community Partnerships of Idaho and survey participants in the Neighbor to Neighbor program
- Gather information from other resources and national experts on community development and capacity building
- Identify strategies to build community capacity related to informal supports and resources for people with developmental disabilities

## **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 2013 Activities

- Monitor self advocacy organization contract and provide technical assistance
- Evaluate contractor activities
- Collect data from contractor to measure member participation in civic activities and advocacy groups
- Collect data on outreach efforts of the SA organization to increase independence through other funding sources

### **Objective 2.2 – Self-Advocacy Conference**

Work with people with developmental disabilities and other partners to host at least one (1) statewide self-advocacy conference by September 2016 where self advocates provide leadership training to individuals who may become leaders.

FY 2013 Activities

- Convene planning committee at regular meetings
- Develop conference plan with budget and timeline
- Develop evaluation criteria and methodology
- Host conference
- Gather data from participants and presenters
- Debrief with planning committee, draft report

### **Objective 2.3 – Leadership Development Training**

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

FY 2013 Activities

- Establish a budget and process for supporting training activities
- Identify opportunities for self-advocates to provide and/or receive training
- Gather evaluation data from participants and presenters
- Survey self-advocates about support needs

## **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 2013 Activities

- Research available leadership development and learning opportunities for families of children with developmental disabilities in Idaho and other models available
- Choose model to implement and/or coordinate with potential host to provide a leadership development component in an existing training
- Develop training evaluation criteria/desired outcomes and methodology
- Provide funding/training as appropriate
- Gather evaluation data to measure training effectiveness
- Set conference funding budget each year for parents/family members
- Receive and approve funding applications

## **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 2013 Activities

- Provide staff support to Membership Committee and full Council
- 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
- Conduct a Council self-assessment each year

## **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 2013 Activities

- Identify and least one non-disability public awareness opportunity each year
- Develop introductory letter and provide information about people with developmental disabilities to PR firms
- Develop materials for media training
- Educate print and electronic media editors about People First Language
- Survey public to measure perception of PWDD

### **Objective 3.2 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 2013 Activities

- Gather pertinent information & convert to plain language, post on website and Facebook
- Provide regular updates on issues via an electronic newsletter and other formats
- Enhance training for 211 staff related to disability resources
- 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 2013 Activities

- Participate in meetings of the Consortium for Idahoans with Disabilities (CID) and other key groups
- Monitor service system policy changes and share information
- Review/inventory Council position papers and develop new ones as needed
- Conduct interviews with policymakers to measure awareness
- Survey people with developmental disabilities, hold focus groups on impact of system/policy changes
- 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 2013 Activities

- Working with the Consortium for Idahoans with Disabilities and other stakeholders, develop and provide disability advocacy trainings in multiple locations across the state
- Working with SALN, provide legislative training for self advocates in the fall
- Working with others, organize and support Disability Advocacy Day at the capitol during the legislative session

### **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 2013 Activities

- Provide support to the Public Policy Committee and full Council
- Identify emerging policy issues
- Translate technical information provided to Council 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
- 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 2013 Activities

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