



**IDAHO COUNCIL ON
DEVELOPMENTAL
DISABILITIES**

2014 Annual Work Plan

October 1, 2013 – September 30, 2014



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 2014 Activities

- Identify new partners, host meetings of Inclusive Education Task Force
- Work with partners on the Task Force to do research, explore impact, and develop a plan to change teacher certification

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.

Working with InED Task Force and other partners...

- Develop professional development for in-service training (teachers, staff, administration) to improve inclusive practices
- Include inclusive education best practices in general education curriculum
- Support and address parent awareness of inclusive education
- Promote Video Challenge contest via ICDD website and Facebook page
- Announce Inclusion in Education Award, review applications, select honoree

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 2014 Activities

- Convene Employment First Consortium, support workgroups
- Utilize opportunities for technical assistance from national experts through the Employment Learning Community and other resources
- Build public awareness and support for Employment First message and state initiative
- Support employment training through the Tools for Life conference
- 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 1.4 – 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 2014 Activities

- Review reports from local 2013 projects and pay grant funds
- Build awareness through Idaho Disability Mentoring Day webpage
- Establish budget, announce DMD funding opportunity, and make grant applications available for October 2014 events
- Review grant applications and announce funding awards.
- Develop agreements with local planning teams that include evaluation requirements

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 2014 Activities

- Provide funding to support customized employment training for job developers and employment specialists at the 2014 Human Partnerships Conference
- Develop a pre- and post-test to survey training participants on skills learned

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 2014 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
- 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

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 2014 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 2.3 – Leadership Development Training

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

FY 2014 Activities

- Set budget each year to support self-advocates to present or attend training
- Review and approve funding applications
- 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 2014 Activities

- Set conference funding budget each year for parents/family members
- Receive and approve funding applications for conferences and other training opportunities

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 2014 Activities

- Staff attend training to learn how to implement pilot project
- Begin planning activities and develop announcement
- Receive applications, select community
- Identify Community Connector
- Provide training and ongoing support

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 2014 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 2014 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
- Announce Community Inclusion Award, review applications, select honoree

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 2014 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 2014 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
- Survey people with developmental disabilities 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 2014 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 2014 Activities

- Provide support to the Public Policy Committee and full Council
- 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
- 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 2014 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