



**Idaho Council on Developmental Disabilities
FALL QUARTERLY BOARD MEETING**
JRW Building, 700 W. State Street, Suite 119 - East Conference Room
October 17-18, 2019

Revised Draft AGENDA AT A GLANCE

Thursday, October 17, 2019

- 9:00 Welcome, Introductions, Review Ground Rules, and Agenda Review/Changes, James Steed, Council Chair**
- 9:10 ACTION*: Consent Agenda**
- a. Chair Report
 - b. Draft minutes July 25, 2019 Council Meeting
 - c. Executive Director Report
- 9:20 ACTION ITEM*: Financial Report/Amended Summer Agenda**
Trisha Hammond, Financial Manager
- 9:30 Announcement: all-Council member participation in video-conference meeting Tuesday, October 29 4:00-6:00pm MST (via Zoom)**
- 9:35 Conflict of Interest – Annual Member Form**
- 10:00 Agency Updates on Potential Rules and Proposed Legislation**
- 11:00 Introduction of the DD Council Policy Slate Process**
Christine Pisani, Executive Director
- 11:15 Council Photo**
- 11:30 Pat Mac, DD Council Trivia, and Chop Challenge (Lunch Provided)**
- 1:15 Proposed Statute Extended Employment Services Program**
Ryan Waddell, IDVR and Tracy Warren, Program Specialist
- 3:30 ACTION ITEM*: DD Council to Determine Policy Slate**
- 4:00 Preparing for Legislative Visits – Homework Review**
- 4:45 My Internship at the DD Council, Archer Sollars, Council Intern**
- 5:00 Adjourn**

Friday, October 18, 2019

- 9:00** **Welcome**, James Steed, Council Chair
- 9:05** **ACTION ITEM*: Revised 2020 Workplan Draft**
Marieke Edwards, Research Analyst
- 9:30** **ACTION ITEM*: Draft 2020 Budget**
Trisha Hammond, Financial Manager
- 9:50** **Year End Project Report**, Christine Pisani, Executive Director
- 9:55** **Facilitation of Community NOW! Contractor**, Marsha Bracke
- 10:40** **Break**
- 11:00** **DD Network Statewide Advocacy Coalition Contractor**, Gary Sandusky
- 12:00** **Discussion of Contract Outcomes** (Lunch Provided)
- 1:30** **Improving Communication Strategies**, Jenn Gallup, Ph.D.
- 2:15** **Break**
- 2:30** **Cultural Broker Contractor Presentation**, Griselda Camacho
- 3:15** **Present Five-Year Planning Schedule**, Marieke Edwards
- 3:50** **Membership Recruitment Update**, Tracy Warren
- 4:00** **Member Reports**, Carly Saxe, Julie Fodor, Claudia Suastegui,
Kristie Oakes, Charlie Silva, and Jacquie Watson
- 4:45** **Meeting Evaluation**
- 5:00** **Adjourn**

***Items in green are considered “ACTION ITEMS” that may require a decision or a vote by membership.**

This agenda is subject to change in accordance with the provisions of the Idaho Open Meeting Law. Items may be addressed in a different order than appears on this agenda. Individual items may be moved from one place on the agenda to another by the Council. Time frames designated on this agenda are approximate only. The Council will continue its business if an agenda item is resolved in less than the allotted time.

The mission of the Idaho Council on Developmental Disabilities is to promote the capacity of people with developmental disabilities and their families to determine, access, and direct the services and supports they need to live the lives they choose, and to build the community’s ability to support their choices.

Consent Agenda

Background Information:

The Consent Agenda contains items that require a vote by the Members. If there are items on the Consent Agenda a Member wishes to discuss before that vote a Member may make a motion to move the item to the Business Agenda.

Recommended Action:

Review and approve the Consent Agenda:

- Chair Report – James Steed will provide a verbal report at the meeting.
- July 25, 2019 Regular Meeting Minutes
- Executive Director Report

Notes:



Idaho Council on Developmental Disabilities
SUMMER QUARTERLY COUNCIL MEETING
JRW Building, 700 W. State Street, East Conference Room
July 25, 2019 DRAFT Meeting Minutes

July 25, 2019

Council Members:		
Art Evans	Emily Petersen	Kevin Bittner - absent
Carly Saxe	Holly Giglio	Korynne Donehey
Charlie Silva - absent	Ian Bott, VICE CHAIR	Kristie Oakes - absent
Claudia Suastegui	Jacob Head	Nanna Hanchett
Colleen Sisk	Jacqueline Watson - absent	Natali Pellens
Dina Flores-Brewer	James Steed, CHAIR	Valerie Hurst
Danielle Terry Reff (DR)	Julie Fodor - absent	
Staff Members:		
Christine Pisani	Melissa Morales - absent	Tracy Warren
Laurie Lowe	Toni Brinegar	Trisha Hammond
Marieke Edwards		
Guests:		
Beth Graybeal (for Dina Brewer)		Jamie Newton
Richelle Tierney (for Julie Fodor)	Celest Ortiz	Stephanie Perry
Jill Mathews (for Charlie Silva)	Cortland Rammell	Kimberlee Hall

Welcome, Introductions, Ground Rules, and Perfection of Agenda

James Steed, Council Chair, called the meeting to order at 8:33am. Ground rules were read. Open public meeting law and the format of the agenda was explained. When members were asked if there were any additions or corrections to the agenda, none were noted. Absences were announced.

James introduced Kimberlee Hall, the Idaho Department of Health and Welfare Human Resources staff that is our new HR representative for the Council.

Chair Report

James Steed, Council Chair, reported on his Chair duties over the last quarter. Activities included: attending the Community Care Advisory Council meeting; developing the Community NOW! Education Tour training and providing a presentation on rights; provided the welcome for the Julie Brown Trauma Informed Care training for mental health clinicians; participated on the Mental

Health and Developmental Disabilities National Center Advisory Committee meeting; and attended a training on conflict resolution that James feels would be a good training for all future Council chairs to attend.

Consent Agenda

The Council discussed the consent agenda, reviewing draft Spring quarterly meeting minutes and the Executive Director report.

ACTION:

- Danielle Reff “DR” moved to accept the consent agenda as presented.
- Carly Saxe seconded.
- Motion passed.

Financial Report

Council staff, Trisha Hammond, presented the quarter three financial report to members. Questions – where does the Idaho Living Well grant money go if we don’t spend all our annual budget. Answer – the carryover from the previous year is applied to the current year’s activities.

ACTION:

- Art Evans moved to accept the financial report as presented.
- Valerie Hurst seconded.
- Motion passed.

FY2020 Work Plan and Budget Meeting

Christine Pisani, Council Director, explained about changes that will be developed to the Fiscal Year (FY)2020 annual plan and the development of a budget for those plan activities. We will schedule a phone meeting with members in September to review, discuss and approve the work plan and budget. The proposed plan changes and proposed annual budget will be sent out for review and email will go out to members about the meeting.

Christine also explained that we will be able to roll our FY2018 federal funds into our 2020 budget. NACDD is working to get permission in writing from the federal Office of Grants Management (OGM) to allow Councils to roll-over funds.

Questions:

Do we also have to spend federal funds in a way that we have match to those dollars with non-federal funds? Yes, and we do not have any trouble making the match. Christine explained that it is difficult to get meaningful work done with contractors over the two-year time frame. Council staff are at capacity for being able to do work to get the money spent.

Are we able to hire temporary employees? Yes, that is a consideration.

The Senate (Congress) has not approved our federal budget at this point. To many Councils who have been discussing this issue it doesn't make sense that Council's ask for an increase in funding to Congress when we are having trouble spending our current allocation in the two-year timeframe.

If we are unable to get permission to move the money forward will it go back to the federal government? Yes. We have \$50,000 in our 2018 budget that we need to spend by September 30 or get permission from OGM to roll forward or the funds will go back to the federal government.

Trisha said that if members have ideas about ways to spend the \$50,000 according to our 5-year Strategic Plan please contact her.

Proposed Council Meeting Dates

The dates for upcoming Council meeting were reviewed and members were asked if they had conflicts for the proposed meeting dates.

ACTION:

- Jacob Head moved to accept the Council meeting dates as presented.
- Danielle Reff "DR" seconded.
- Motion passed.

Learning Highlights from the NACDD National Conference – Council Member Reports

Council members Ian Bott, Art Evans, Jacob Head, Valerie Hurst, Natali Pellens, Danielle (DR) Reff, and Colleen Sisk reported about their experiences at the conference.

All of the members talked about the challenge and adventure of dealing with the hurricane that was moving into New Orleans during their visit. DR said that she learned resilience (walking through water to get there) and an understanding of what DD Councils go through across the nation. She heard that one DD Council member joined her Council at age 15. DR suggested our Council considers more outreach to younger people. She noted that many DD Council members from other states had their own business cards.

Ian said he learned about employment and ways to start your own business. Councils have dealt with transportation challenges in different ways that have been successful.

Jacob said that the conference was eye-opening for him. He suggested that the Council may want to set up more public events to build awareness about people with intellectual/developmental disabilities (I/DD) and that they want a life just like everyone else. He saw a video, called *"Invaluable,"* about direct support professionals and highlighted the nationwide direct support professional (DSP) workforce shortage. It featured a number of DSP's speaking about their passion for the work, but that the long hours, low wages, and lack of benefits make staying in the profession long term difficult. He would like our Council to consider addressing this issue. He will do more investigation about what can be done about that issue.

Valerie said that she attended the employment session and there was a self-advocate that spoke about his experience getting a job and not using services. There was a discussion about disability disclosure within the hiring process. She feels one issue is employer lack of knowledge of the capacity of people with I/DD. Not just in hiring but in promotion within a company/business. She would like to see the Council address employment in its upcoming strategic plan.

Related to Valerie's desire for work on employment, Nanna Hanchett mentioned that in Idaho we fund both integrated employment and non-integrated employment. An opportunity to advocate on employment issues would be for the Council to educate policymakers about where we want employment to be focused. She mentioned that the Idaho Division of Vocational Rehabilitation has statute (draft state law) coming up in the next legislative session to reform the non-integrated employment service currently funded under the Extended Employment Services (EES) program into a short-term service.

Art reported that he learned to not eat beignets in the wind. The pastry was covered in powdered sugar and when the wind picked up everyone around the table was covered in powdered sugar. It was the first time in his life that he did a presentation while soaking wet and barefoot. He said he felt the presentation by the Idaho team about our Community NOW! initiative was received very well. He attended a session about service provider training that was informative.

Colleen attended conference sessions on how some states worked to eliminate waitlists for services. She also attended a session on building provider capacity which included helping agencies improve their person-centered planning. The film *"Invaluable"* about direct support professionals was very good.

Natali said that she was impressed with the time spent in recognizing self-advocates at the Champions of Inclusion Award luncheon.

Emily reported that it was an incredible adventure and she appreciates the resilience of the Idaho team through extreme weather conditions. She was

impressed with a presenter who wrote a book about not being afraid to stand up and speak out. Hearing Kristyn Hebert's experience of her life has given Emily encouragement for her daughter. She feels very fortunate about Idaho leadership and their passion for people with I/DD and improving service systems. She learned about LifeCourse Tools – a planning system developed by family members and self-advocates and special education volunteer advocates in New Jersey and involving the family in transition planning.

Christine said she collected information materials from exhibit tables at the conference to share with members. She reported that Idaho had nominated Kristyn Herbert for the Champions of Inclusion Award and although she did not win the award, she was recognized at the conference and inducted into the National Circle of Leadership. Christine is working to get a copy of the video "*The Invaluable*." She learned about an Arizona organization called Vera to help victims of violence and assault.

Improving Health by Teaching Advocacy

Council member, Valerie Hurst presented her report from a university class project. The full written report is included in the meeting packet. Question: How will Valerie, or someone else, follow-up in the future to ensure that recommendations in the report move forward. Valerie said she would like to have more impact in the nursing profession to have them be more active in policy work.

Announcement of Election of the Council Vice-Chair

The Council Chair announced that an election for Council Vice-Chair will be held this afternoon. If you have any additional nominations, please give them to Toni Brinegar before 2:00pm today.

Quarterly Progress Report

Council staff presented updates on work plan activities over the last quarter. The written report is included in the meeting packet. Christine and Marieke provided a graphic report on data collected from the 599 people who attended the Community NOW! Statewide Education Tour. During the statewide education tour Art Evans presented on presumed competence during the training and reported that Idaho Medicaid is getting rid of the age equivalency designation for people with disabilities who are assessed for service needs. Ian Bott shared his personal experience with describing a person by a certain age equivalency and encouraged all to expand awareness of people-first and respectful language.

People who attended the Education Tour trainings shared personal stories. The video portions of the training will be posted on the My Choice Matters website at <http://www.mychoicematters.idaho.gov/>.

Art Evans talked about the National Center for the Advancement of Person-Centered Planning and Practice in Systems (NCAPPS) grant and that person-centered planning (PCP) will be Department-wide – not just with the Developmental Disabilities Bureau. Matt Wimmer, Idaho Medicaid Director, is leading the charge to have PCP go system-wide across all programs and NCAPPS technical assistance will be in Idaho on August 1st to facilitate a meeting with leaders in a variety of IDHW programs.

Council staff reported about several months of work by a collaborative stakeholder group to improve Long Term Employment Services. Nanna Hanchett (VR) and Art Evans (DD Bureau/Medicaid) talked about the purpose and outcomes of the group's work. A Medicaid supported employment services provider rate increase will be requested by Medicaid in the coming legislative session.

Participant surveys from six Advanced Partners in Policymaking (PIP) Workshops held around Idaho are still coming in. Ian shared that he felt having past Partners graduates over many years share what they learned from PIP helped people find common ground in ways to work together. Laurie agreed that it was good to get different perspectives from the different years.

Toni reported that PIP will not be implemented this year (2019-2020) and that it will be postponed until fall 2020.

Question about why we limit PIP participation to self-advocates and parents of young children. Answer: It is the underlying, evidence-based philosophy of PIP nationally. It allows parents of young children to see what is possible and learn from the lived experience of self-advocates.

Christine provided highlights from the "*Blessings of Liberty*" film events hosted in different Idaho communities. The goal is to get policymakers in the room with people who receive Medicaid's Home and Community based services. The next events are scheduled for Idaho Falls and Coeur d'Alene. These events are also an effort to help reach our five-year goal of building a statewide advocacy coalition. Emily shared about the Twin Falls event and connections she has made with policymakers in that area about Medicaid services and preventing block grants.

Christine shared work done by staff over the last quarter in response to new state travel policies that are impacting how the Council supports individuals with I/DD and family members to participate in Council activities. A summary of the issue is that if a person is paid related to Council meetings or other activities (examples –

support staff for members, trainer fees/stipends for self-advocate and parent trainers) the Council cannot also pay their travel expenses up front. The individual being paid must pay for their own travel expenses then submit for reimbursement after the activity/event. Most individuals we work with are not able to pay for their travel expenses up front and wait to be reimbursed. Staff are working with the related state agency staff to find a way to move forward. The next meeting is with the Governor's office. DD Councils exist to elevate the voice of individuals with disabilities and family members and supporting their participation is an integral part of that.

Recognition of Staff Member - Toni Brinegar

The Council honored Toni Brinegar for all the work she has done for the Council over these past years. Toni has resigned her position as Program Specialist staff and her last day will be October 1st.

Walk and Talk

Members were paired together in an exercise intended for them to learn more about each other. The Walk and Talk question at this meeting was "What is the best piece of advice you have ever received whether you followed it or not?"

Members returned to the meeting and shared out what they learned from each other.

Update on Southwest Idaho Treatment Center (SWITC)

Jamie Newton, SWITC Director and Stephanie Perry, IDHW Family and Community Services (FACS), presented an update on changes that have happened at SWITC since the DisAbility Rights Idaho investigation/report and the Office of Performance Evaluation report. A SWITC Advisory Board has been created by the Governor and the IDHW Director. A variety of stakeholders are represented on the Board and their tasks include reviewing and recommending a treatment model, who should operate/manage the services, how service locations should be licensed, and how Community Crisis Services fit in. IDHW is trying to involve people at very early steps in the decision-making process.

The population of focus has been determined to be individuals with complex needs – people who have an intellectual or developmental disability plus and a mental health diagnosis, no functional communication, demonstrate physical aggression and/or self-injurious behaviors, plus more... (a PowerPoint presentation with more detail is part of the meeting packet). In Idaho right now that is about 30 people out of 5,000 folks served. Looking at the treatment needs of the individuals currently at SWITC, the facility is providing a lot of psychiatric care in

addition to the type of licensing SWITC is under also requires they provide help with daily living needs.

Question - Has there been a review of folks at SWITC as to who may have received or should have been served by Optum for behavioral health care? Answer: The Department has learned from many folks that they were not accessing mental health services prior to being in a crisis situation. They have learned that mental health providers do not have the capacity to serve people who have I/DD. Many people come into the facility who are in a crisis situation (unstable) and are placed with folks who have previously been stabilized – which can affect that balance. Many of these folks have not been successfully supported in community settings/services. It is challenging to meet all the varying needs in one place.

The current treatment model was described. 75% of the 600 people who access Crisis Team services do not need to access additional support. About 60 people per year are committed to the Department. About 40 people access crisis beds in designated transitional crisis beds around the state (contracted with providers to have beds available). About 60% of those folks are recurring – but that may happen after many years. The contract for these crisis beds includes provisions for facility requirements and staffing competency. Additional oversight is provided by the Crisis Team. The average stay in a crisis bed placement is about 40 days.

Average length of stay at SWITC is 4-5 years (skewed by very long-term clients), but median stay is 1-2 years. Some people leave and are placed in the community but return if crisis occurs again. Question – What is missing in the community placement/support to help ensure success? Answer: a variety of situations including lack of mental health services, committing crimes, the challenge of being in a supported living home with roommates, housing, and the nature of the complexity of the individual needs. Licensing rules tie the hands of service providers in what they are able to provide and some providers do not want to take on the challenge of serving complex individuals.

Question – Is staff retention part of the problem? Answer: It is a challenge for providers to maintain staff with this population.

Some folks get used to congregate living at SWITC – 4-5 individuals in a pod. The move to a community setting with fewer people may be a challenging transition for some people.

The proposed treatment model was described. Board has recommended a capacity model. For example, the development of an adult autism service in the community and creation of Specialized Skilled Nursing. Components of new treatment model are in the PowerPoint presentation.

Question - Will this new treatment model change the licensing of SWITC? Answer: Yes. It would transition from what it is now to the components listed on slide. Instead of congregate care – a “subdivision” of small houses with one or two people is being considered. This would enable residents to build the skills and gain confidence in moving to the community. The Department would be able to support people with more individualized treatment plans. Example: one person’s restriction is not affecting other individuals’ ability to participate in various activities.

IDHW is looking at different licensing types now to see what might fit this model. Where this “subdivision” is located has yet to be determined. It depends if the state runs this part of the model or a private provider. It will take at least two or more years to transition to new model. Moving as quickly as they can and IDHW has legislative support at this time.

We are learning that it is important to build capacity for mental health treatment with private providers in the community and increase direct support staff skills in this area.

Next steps are to: identify potential funding/licensing opportunities for assessment/observation and step-down treatment; explore pros and cons of state or private provider management/operation of services. Request For Information is out and responses are due back on August 12th.

Question - What has happened with plans for the secure treatment facility? Answer: The secure treatment facility is not in operation at SWITC and it is not included in the proposed model. It is recommended that there will be an element of security but not clear what that will entail at this point.

Jaime Newton presented about changes and improvements at SWITC and priority areas that have been identified: Part of efforts to address staff and client safety has been: the development of sensory rooms that are smaller in size and closer to each unit; created a safety workgroup made up of staff in all areas of facility; increased training in trauma informed services; and moving toward national certification of all support staff as Registered Behavior Technicians.

Exploring additional improvements – several visits to Idaho and other state facility types to see what they are doing.

Changes to professional development include a new Quality Management Program, hiring a Recreational Specialist, increasing the number of staff at the facility who are Board Certified Behavior Analysts (BCBA), and hiring a full-time investigator with a background in adult protection. There was discussion about the Recreational

Specialist and exciting new recreational therapies under development. Idaho currently has just under 40 BCBA and SWITC will have 5 soon.

One prospective improvement being explored is implementing a Rule of 80 for direct care staff at state hospitals. Rule of 80 enables a state employee to retire with full benefits when their age plus their years of service equal 80 years. The proposal may go to legislature and could use support if it does.

Question – Could you add the perspective of past SWITC residents into review of potential changes? Answer: That is a good idea.

Question - How have these changes been paid for? Answer: IDHW/FACS had \$100,000 allocated for a project that did not happen and has used those funds for some of these changes.

Question – Are there teenagers served at SWITC and/or what happens with that age group? Answer: The state tries not to serve adolescents at SWITC and teams work together to find the best community placement.

Council Vice-Chair Election

Council members were presented nominations of individuals seeking the Council Vice-Chair position. Candidates Ian Bott and Danielle “DR” Reff both presented why they feel they would be a good Vice-Chair.

DR has done a lot of leadership trainings and she shared other experiences that she feels qualify her for serving in a leadership position. Including starting clubs in college and years of volunteer service for the ASATVC and currently serves on that board. She has been involved in many Council activities in the community and is active in advocacy. She feels she is very devoted, honest, and trustworthy.

Ian shared that he has served as Vice-Chair for two years and attended three national conferences representing the Council. He described additional leadership experiences. He is passionate about the Council and very devoted to advocating for people with disabilities. He works to foster additional and stronger relationships with other Council members.

ACTION:

- Council members voted for their chosen candidate by paper ballot.
- The elected Council Vice-Chair for the 2019-2020 year will be Danielle “DR” Reff.

Executive Session

James Steed asked for a motion for Council members to move into Executive Session to discuss research regarding staff salaries (Idaho Code Section 74-206).

ACTION:

- Jacob Head moved for the Council to move into Executive Session to discuss staff salary research.
- Danielle “DR” Reff seconded.
- Motion passed.

ACTION:

- Valerie Hurst moved to for the Council to come out of Executive Session.
- Carly Saxe seconded.
- Motion passed.

ACTION:

- Jacob Head made a motion for the Council to move forward with research on staff salaries.
- Ian Bott seconded.
- Motion passed.

Summer Council Meeting Evaluation

Council staff, Marieke Edwards, provided meeting participants with an evaluation survey of meeting proceedings.

ACTION:

- Danielle “DR” Reff moved for the Council to adjourn the meeting at 4:44pm.
- Valerie Hurst seconded.
- Motion passed.

Council Executive Director Report

Summary of Council Director Activity July 1, through September 30, 2019

- **July 1-5, 2019**

- Meeting with Human Resources
- Work on Living Well Budget
- Attend Living Well Evaluation Plan meeting
- Prepare for Leadership Academy
- Meeting with Gary Sandusky
- Meet with Council intern
- Prepare for presentation at NACDD Conference
- Prepare information for Council meeting
- Prepare for Trauma Informed Care Training
- Phone discussion with Council Chair

- **July 8-12, 2019**

- Attend NACDD conference in New Orleans, LA
- Discussion with Bruce Anderson & Gary Sandusky to plan for Leadership Academy

- **July 15-20, 2019**

- Meeting with Human Resources
- Prepare information for Council meeting
- Prepare for Leadership Academy
- Attend quarterly DD Advocacy Stakeholder meeting
- Prepare for Trauma Informed Care Training
- Phone discussion with Council Chair

- **July 22-26, 2019**

- Meeting with Human Resources
- Pre-Council staff meeting
- Hosted two pre-Council meetings for members
- Meeting with Griselda Camacho
- Meeting with Jill Kuraitis to discuss story development of Council work over the next year (FY2020)

Prepare for Leadership Academy
Attended Community Care Advisory Council
Hosted Summer Council meeting
Hosted Trauma Informed Care Training with Dr. Karyn Harvey
Phone discussion with Council Chair

- **July 29 -August 2, 2019**

Meeting with Human Resources
Post Council staff meeting
Prepare for Leadership Academy
Meeting with Department of Health & Welfare's Fiscal Division to resolve documentation requirements
Travel with Irma Morin, ED of Community Council, to Twin Falls to plan for second cultural broker housed at the Community Council
Meeting with Gary Sandusky
Living Well Budget
Phone discussion with Council Chair

- **August 2-9, 2019**

Vacation

- **August 12-16, 2019**

Meeting with Human Resources
Living Well work plan meeting with staff
DD Council staff budget meeting
Staff planning for Living Well grant budget FY 2020
Prepare for Leadership Academy
Idaho Coordinated Response meeting with members
Prepare steps used when planning for a train the trainer campaign
Meeting with Gary Sandusky to plan for 2020 work
Meeting with second Council intern and parent
Prepare for PCP Implementation Work Group
Phone discussion with Council Chair

- **August 19-23, 2019**

Meeting with Human Resources
Meeting with Council intern

Attend PCP Implementation Work Group
Work on renewing contract with Gary Sandusky
Work on renewing contract with Griselda Camacho
Meeting with Sara Stover, Governor's office and Alana Minton
Meeting with Marsha Bracke/Living Well grant work
Prepare and host Leadership Academy
Meeting with Bruce Anderson
Phone discussion with Council Chair

- **August 26-30, 2019**

Meeting with Human Resources
Budget meeting with DHW Budget Analyst
Work on renewing contract with Gary Sandusky
Work on renewing contract with Griselda Camacho
Work on renewing Bracke & Associated contract
Work on contract with Holiday Motorcoach - bus for the Senoras conference
Public Charge Rule conference call
Phone discussion with Council Chair

- **September 2-6, 2019**

Meeting with Human Resources
Work on Living Well Budget
Work on renewing contract with Gary Sandusky
Work on renewing contract with Griselda Camacho
Work on renewing Bracke & Associated contract
Attend Direct Support Profession workgroup
Work on contract with Holiday Motorcoach - bus for the Senoras conference
Work with Michigan DD Council to participate in cultural competency training
MI to host in October

- **September 9-13, 2018**

Meeting with Human Resources
Attend Adult Protection Registry Workgroup meeting
Meeting with Bruce Anderson to plan staff retreat
Staff retreat preparation
Work on Living Well Budget

Work on contract with Holiday Motorcoach - bus for the Senoras conference
Work with Michigan DD Council to participate in cultural competency training
MI to host in October
Phone discussion with Council Chair

- **September 16-20, 2019**

Meeting with Human Resources
Staff planning conference preparation
Work on Living Well Budget
Prepare information for Council meeting
Work on contract with Holiday Motorcoach - bus for the Senoras conference
Attend Staff planning conference Vashon, WA
Begin preparing outcome measures for 2020 Workplan

- **September 23-28, 2019**

Meeting with Human Resources
Meeting with Representative Wintrow
Work on contract with Holiday Motorcoach - bus for the Senoras conference
Prepare information for Council meeting
Phone meeting with Michigan DD Council to review/discuss the process their
Council is going through to improve in their cultural competence
Prepare for Senora's conference
Participate in cultural competency training MI hosted in October
Phone discussion with Council Chair
Provide transportation for keynote speaker for Senora's conference
Attend and provide support at Senora's conference

- **September 30, 2019**

Presented DD Act and the value of their inclusion in Community NOW! work
to members of the Culturally Responsive Advisory Group
Prepare information for Council meeting

Financial Report Fourth Quarter – Federal Fiscal Year 2019

Background Information:

A financial statement reflecting our fund balance and the amount spent to date in this Fiscal Year will be presented at the Council meeting. The Council operates on a federal Fiscal Year (October 1- September 30). The Council is responsible for overseeing and approving the budget.

Recommended Action:

Review and approve the financial report that will be distributed at the meeting.

Notes:



Explanation of Terms

- ▶ **Budget** - Plan or estimate of expected income and expense during a period of time
- ▶ **Income** - Money received
 - ▶ Federal Grant
- ▶ **Expense** - Cost
 - ▶ Money paid to a sub-contractor or for a good or service

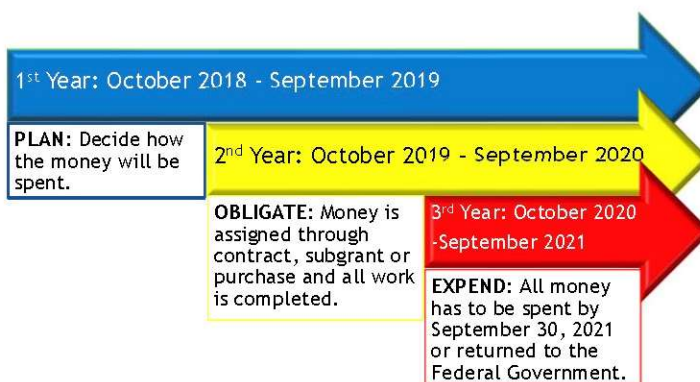


Timelines

- ▶ Calendar Year - January 1 thru December 31
- ▶ State Fiscal Year (SFY) - July 1 thru June 30
- ▶ Federal Fiscal Year (FFY) - October 1 thru September 30



Timelines



Where does our income come from?

- ▶ SFY - The Department of Health and Welfare
 - ▶ \$186,100 (SFY2020)
 - ▶ 5% Holdback = \$9,300
- ▶ FFY - The Council receives a Notice of Award from the Federal Government annually (FFY2019)
 - ▶ \$520,325 (\$14,000 from Puerto Rico!)
- ▶ Living Well Grant (FFY2020)
 - ▶ \$112,300 (\$18,100 estimated rollover)



Total: \$809,425

Budgeted



Sub Grants

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ▶ Medicaid Matters (Policy Coalition/Connexus/Gary)
10/1/2019-9/30/2020 <ul style="list-style-type: none"> ▶ Total Contracted \$43,900 ▶ Paid \$0 | <ul style="list-style-type: none"> ▶ Bracke & Associates
10/1/2019-12/31/2019 <ul style="list-style-type: none"> ▶ Total Contracted \$45,020 ▶ Paid \$0 |
| <ul style="list-style-type: none"> ▶ Community Connector (Griselda)
2/24/2017-9/30/2020 <ul style="list-style-type: none"> ▶ Total Contracted 2020 \$30,000 ▶ Paid \$0 | <ul style="list-style-type: none"> ▶ Person Centered Thinking (Details coming soon) |



Budgeted  Continued

Yearly Expenses

- ▶ Staff \$485,360
- ▶ Operating Expenses \$33,026
- ▶ Council Meeting & Fixed Costs \$52,569
- ▶ Occupancy \$20,930

Budgeted  Continued

Living Well Grant
Total Spent \$1,249.71

- ▶ Person Centered Thinking
- ▶ Part of the Bracke Sub-Grant
- ▶ Community NOW! Meetings
- ▶ Culturally Responsive Advisory Group
- ▶ Supported Decision Making



Member Conflict of Interest Annual Disclosure Statement

Background Information:

The Idaho State Council on Developmental Disabilities is made up of agency representatives, service providers, people with intellectual and developmental disabilities, family members, and interested persons from. The Council makes every attempt to have representation from all areas of Idaho. Council members may be involved with more than one board, organization, association, or business that is part of the developmental disability community. There may be times when this organization is, or would like to be, involved with Council activities and projects through a contract or other agreement. Because this may lead to real or potential conflicts of interest, the Council established a policy to give direction to Council members to prevent conflict of interests.

Purpose

Every year each Council member must complete and sign a *Conflict of Interest* statement that makes public any organizational membership, employment, or other relationship that may receive financial gain because of their membership on the Council. Conflict of interest will be discussed during the meeting.

What do we do with the information?

We are required to keep this information in each Council member's file. If any issue came up around a possible conflict of interest, we could refer to this document.

Recommended Action:

Complete the Conflict of Interest form, sign it, and give it to Tracy. If your situation changes such as joining an organization or resigning from a current organization during the year, please let us know so we can have you update your disclosure statement.

Notes:

Policy Sub-Title: Conflict of Interest and Remote Interest*Conflict of Interest:*

A conflict of interest may arise when an action or decision by a Council member creates a financial benefit to:

1. That Council member *and/or*
2. To a person from the member's household *and/or*
3. To a business with which the Council member is associated *and/or*
4. A member of the Council member's household is associated

Remote Interest:

A "remote interest" may occur if:

1. The member is a non-salaried officer of a nonprofit corporation that contracts with the Council
2. The member is an employee or agent of a corporation and his/her compensation consists entirely of fixed wages or salary from the corporation who receives funds from the Council
3. The member is a landlord to or a tenant of a party that contracts with the Council
4. Any action undertaken in the members official capacity on the Council that would directly or indirectly affect the Council member's household or business

Each Council member is obligated to bring to the Chair's attention instances in which it is unclear whether a conflict of interest or a remote interest may arise. In such cases, the Chair shall instruct the Executive Director to review the potential conflict with the Office of the Attorney General to determine whether a conflict exists. If it is determined that a conflict of interest is present, then the procedures listed in the "Conflict of Interest" section of the Procedure manual will be followed.

It is not considered a conflict of interest or remote interest when:

1. The member's position on the Council is required by law
2. A Council member has programmatic expertise and knowledge that should be considered in the overall planning and discussion of Council business.

Procedure(s): **Conflict of Interest or Remote Interest**

If conflict of interest or remote interest is present, the Council member must:

1. Disclose in writing a statement of affiliation and a statement of all conflicts of interest, including those which are uncertain or potential. Such statement must specify any association with individuals or organizations
2. Disclose to the Full Council when a conflict of interest or remote interest is present
3. Refrain from influencing other Council members with regards to the issue at hand
4. Abstain from voting on the issue or contract in which the conflict of interest or remote interest is present

With regards to Council contracts, a Council member who desires to bid for a contract being offered by the Council, would incur a conflict of interest.

Accordingly, the Council member must:

1. Disclose in writing to the Chair their interest in bidding for a specific contract and this will be recorded in the minutes
2. Abstain from the development and approval of the bid specifications, review of submitted bid proposals, or the awarding and monitoring of a contract
3. Participate in a competitive bid process based upon the quality and ability of the proposal to meet the bid specifications and be lowest bid, based upon the scope of the proposed activities
4. Abstain from voting on the award of the contract during the Full Council meeting
5. Abstain from future votes that pertain to renewal of the contract
6. Abstain from voting on any issue pertaining to contract reimbursement

Explanation of Policy Sub-Title and Procedures

CONFLICT OF INTEREST and REMOTE INTEREST

Any conflict of interest by a Council member is not allowed. A **conflict of interest** occurs when an action or decision by a Council member allows the Council member or a person from the member's household or a business the Council member or a member of their household is involved with, to get a financial benefit from the Council. A **financial benefit** can be from payment for services, payment of travel costs (that are not part of Council member responsibilities), purchase of goods or equipment kept by the member/family/business, and other things.

It may be determined that the Council member has a **remote interest** if:

- a) the member is an unpaid officer of a nonprofit corporation that contracts with the Council, *or*
- b) the member is an employee or agent of such corporation and he or she is paid wages or salary from the corporation, *or*
- c) the member is a landlord to, or rents space from, an organization that contracts with the Council (example: Council member owns a building that rents space to "ABC organization" that is getting money from the Council. If "ABC" loses the contract, the landlord may not get rent payments)
- d) any action done by the member while acting officially as a Council member that might directly or indirectly affect the member's household or business.

If a member has a remote interest in a contract, even though it is not a direct conflict of interest, the member must not participate in the discussion or vote on the issue and must declare their remote interest. It is the policy of the Council that any Council member who has a remote interest, conflict of interest, or a conflict of interest for which an exception applies, must not influence or attempt to influence any other Council member to vote to award the contract in question.

It is not considered a conflict of interest or remote interest when the financial benefit arises out of the following:

1. Member is involved with a business or occupation or affiliation required by law to be a member of the Council (example: Disability Rights Idaho, Center on Disability and Human Development); *or*
2. A member's official action that would affect a class (group) that includes the

member or someone from their household or business (example: Council member who is a person with a developmental disability can vote on a Council policy agenda that includes work to increase employment services for people with developmental disabilities.)

Some members will have expertise and knowledge that should be considered in the overall planning and discussion of Council business. Council members can be involved in these activities except as outlined in 2.b (on next page):

1. Each year, Council members shall disclose in writing a statement of their affiliations and of all conflicts of interest, including those which are uncertain or potential. Such statement must list any association with individuals or organizations that might benefit from activities and decisions of the Council. This includes any contracts with the Council that the Council member or member of the person's household has an association. They must also list any upcoming grants or contracts they might bid on.
2. If a Council member, or a member of the Council member's household, or a business with which the Council member or member of the person's household is associated, anticipates applying for a contract, the Council member shall:
 - a. Disclose in writing to the Chair their interest in bidding for a specific contract and this shall be recorded in the minutes; and
 - b. Abstain (remove themselves) from the development and approval of bid details/specifications, review of submitted bid proposals, or the awarding and monitoring of a contract; and
 - c. Participate in a competitive bid process, alongside other applicants, that is based on the quality and ability of the proposal to meet the bid specifications (requirements) and be low bid based upon the scope of the proposed activities; and
 - d. Abstain (remove themselves) from voting on the award of the contract. If the review team recommends that a contract be awarded, the full Council must make the final decision to award the contract.

Each Council member must tell the Chair about instances where it is unclear whether a conflict of interest or a remote interest exists and if it was properly reported. In such cases, the Chair will direct the Executive Director to review the

potential conflict with the Office of the Attorney General to determine (a) whether a conflict exists, and (b) if so, what to do about it.

NEPOTISM: No Council member or their spouse, sibling, parent or child may be employed by an organization or entity that gets Council funds if that member, spouse, sibling, parent, or child is paid for services or activities because of getting Council funds.

Council Member Disclosure Statement

Possible Conflict of Interest

The purpose of this Conflict of Interest Statement is for you to declare that you do not have a conflict between your private interests and your responsibilities as a member of the Idaho Council on Developmental Disabilities. A conflict of interest arises when an action or decision by a Council member creates a financial benefit to that Council member or person from that member's household or to a business that the member or someone from their family is associated.

This statement will protect you, the signer and the Council from adverse criticism because of a business dealing or relationship where a possible known or unknown conflict of interest exists.

The following questions should show conflicts so that we can plan a resolution that may avoid any embarrassing situations.

Having received and read the Conflict of Interest policy my answers to the following questions are as follows:

- 1) I represent that I (check one)

☐ DO *or* ☐ DO NOT

own or hold any form of ownership interest in a company or other business which does business with or has a grant from the Idaho Council on Developmental Disabilities.

- 2) I further represent that I (check one)

☐ HAVE *or* ☐ HAVE NOT

accepted any payments, gifts, or entertainment from anyone that either does business with or reasonably could anticipate doing business with the Idaho Council on Developmental Disabilities.

- 3) I further represent that I (including any member of my family) (check one)

☐ DO *or* ☐ DO NOT

have a relationship with any persons or firms which: (A) do business directly or indirectly with the Idaho Council on Developmental Disabilities or (B) may benefit from activities and decisions of the Council.

- 4) Please disclose on the back of this page all organizations in which you serve in a board or directorship position.

If you answer "I do" or "I have" to any of the above numbered questions, please explain in full on the reverse side of the next page by referencing that number.

It is understood that my answers include relationships which I have directly or which might benefit me directly. For example, if my husband or wife is employed by a business with interests in Council activities, I will be expected to reveal that fact in my answer.

My signature below is an acknowledgment that, in my opinion, no conflict of interest exists between myself and the Idaho Council on Developmental Disabilities except as I have indicated on this disclosure form. I have also reported any organizations or associations with which I am involved which may create a conflict of interest in the future.

I certify that the information given is true, to the best of my knowledge and belief, and that I will promptly report any future change in my situation which might produce conflict of interest.

Name (please print)

Street Address

City

Zip

Signature/Stamp

Date

Organizations and Associations

Organization	My Role/Title

Explanation of Possible Conflicts:

Agency Updates on Potential Rules and Proposed Legislation

Background Information:

All agency representatives will be given time during the Council meeting to provide updates and information about proposed rules or proposed legislation that their agency plans to have for the upcoming session.

Recommended Action:

1. Listen to the report
2. Ask questions if you have them

Notes:

Legislative Action Recommendations: Setting Priorities for the 2020 Legislative Session

Background Information:

Council members will receive further information about possible issues for the Council to work on during the 2020 legislative session. The full Council will discuss all issues and prioritize them to create legislative action recommendations. Presentations will be made about the following topics by individuals well informed on the policy issues.

Issues:

1. **Proposed Extended Employment Services Program Statute**, Ryan Waddell, EES Program Manager, Idaho Division of Vocational Rehabilitation (IDVR) ryan.waddell@vr.idaho.gov 208-577-2001

How the Council Sets Priorities for Legislative Issues

The Council has three levels of involvement in legislative issues.

Priority One -- Leading the Way:

ICDD will actively promote, oppose, influence, and advocate for programs and policies that impact people with developmental disabilities and their families. ICDD will take a leadership role on these activities, and will use these ways to do so:

- Educating Policymakers
- Grassroots advocacy
- Working with others
- Media
- Other activities, as needed
 - Past example: Criminal History Background Checks for Guardians and Conservators Legislation – Council drafted legislation to require prospective guardians and conservators to undergo a criminal history background check. We worked with legislative services to create the bill and a sponsor Legislator to carry the legislation. Staff created plain language fact sheets and promoted the issue with stakeholders, associations, and partners. Staff and Council members met with legislators about the issue and then staff testified in support of the bill during hearings (the bill passed and became law in 2013).

Priority Two -- Lending Support:

ICDD will work closely with people with developmental disabilities, parents, disability partners, coalitions, and others to promote legislation that is helpful -- and will work against harmful legislation to -- individuals with developmental disabilities and their families. ICDD may choose to lead on some issues, or may follow the lead of others, but in general will use these ways to do so:

- Active Coalition Participation (i.e., serving on committees, signing on to coalition efforts, forwarding coalition information)
- Watch Legislation
- Communicating with Council Members
- Communicating with Policymakers
- Communicating through social media and web-site
- Action Alerts
 - Past Example: Sign Language Interpreter Licensing – Council members heard a presentation from the Council for the Deaf and Hard of Hearing (the sponsor) about their legislation. Staff drafted plain language versions of fact sheets and informed Council members who met with legislators about the issue. Staff presented testimony in support of the bill for both germane committee hearings. (bill passed and became law in 2017).

Priority Three -- Keeping Track:

ICDD will closely watch legislation and have a voice on issues of interest to the disability community. ICDD will watch legislation, answer questions to the Council, and provide clear information and recommendations.

- Past Example: Futile Care Legislation – in 2013 the Idaho Medical Association introduced legislation to change the definition of “futile care” in Idaho code. The ICDD Public Policy Committee was informed about the issue and recommended monitoring the legislation. Staff tracked the bill’s status during the session and informed members and stakeholders through ICDD legislative updates.

Extended Employment Services Program Proposed Statute

Background Information:

The Idaho Division of Vocational Rehabilitation will be presenting information about the proposed statute for the Extended Employment Services (EES) program.

The EES program is administered by IDVR but is not a Rehabilitation Services Administration federally funded program as are vocational rehabilitation services. The EES program is funded only by state dollars and provides services to individuals with disabilities who are eligible for long term supported employment and/or work services.

Long term supported employment may occur in the community either to support one person in a community job or to support a group working together in a community job (example: work crews supervised by one or more paid staff).

Work services can be provided in a facility (segregated workshop-type setting) or in the community. Most often, these services are provided in a facility setting along with other people with disabilities.

Recommended Action:

Listen. Ask questions. Be brilliant!

Notes:

SECTION 1: That Chapter 23, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-2309, Idaho Code, and to read as follows:

33-2309. EXTENDED EMPLOYMENT SERVICES PROGRAM

(1) There is hereby created the Idaho extended employment services program for the purpose of assisting individuals to develop skills necessary to achieve and maintain competitive integrated employment.

(2) The program shall provide services that are either long-term job coaching services or short-term training services based on the needs of an eligible individual, as specified in an individualized program plan for employment.

(a) Long-term job coaching services shall be:

(i) Needed to support and maintain competitive integrated employment for an individual with a most significant disability, or a youth with a most significant disability, in supported employment;

(ii) Provided after the individual has received vocational rehabilitation services;

(iii) Organized or made available, singly or in combination, in such a way as to assist an eligible individual in maintaining supported employment.

(b) Short-term training services shall be:

(i) Needed to obtain employment skills necessary for an individual to either become eligible for vocational rehabilitation services or to become a competitive applicant for competitive integrated employment and may be delivered in a nonintegrated setting; and

(ii) Organized or made available, singly or in combination, in such a way as to assist an eligible individual in obtaining or increasing work skills necessary for that individual to benefit from vocational rehabilitation services and competitive integrated employment.

(c) The services provided by the extended employment services program shall only be provided when individuals do not have access to comparable services or have fully utilized comparable services they are eligible for.

(d) The services provided by the extended employment services program shall be separate from and delivered subsequent to vocational rehabilitation services, as defined in 29 U.S.C. § 705(40), provided by the Idaho Division of Vocational Rehabilitation.

(3) The extended employment services program shall be administered by the Idaho Division of Vocational Rehabilitation. Program services may be provided by another state agency, private nonprofit, private for profit, employer, or any other appropriate resource.

(4) The Idaho Division of Vocational Rehabilitation may periodically review participant's eligibility for the extended employment services program.

(5) In order to provide extended employment services, the board for career technical education may enter into, or authorize a state agency over which it has oversight to enter into, agreements with

any person, corporation or association, approved by the board for career technical education to provide such services.

(6) The State Board of Education shall have the authority to promulgate rules necessary to implement and administer the Idaho extended employment services program.

Employment and People with Disabilities

Idaho Council on Developmental Disabilities
October 2019

History of Exclusion and Dependence

- ISOLATION: Hidden and forced into institutions
- EXCLUSION: denied the opportunity to participate in society
 - Work is one of the ways people participate in society and their community
- DEPENDENCE: People with disabilities seen as not able to support themselves
- PREVENTION and CURE: Fundraising campaigns share images of “helpless” children and adults with disabilities

Work Has Looked Like...

- **Institutional farms** - free labor while living in an institution
 - Henry's Turkey Service
"The Boys in the Bunkhouse"
- **Sheltered Workshops** - piece work or assembly of products, often done through contracts
- **Enclaves** - groups of people working in crews (janitorial work at night, etc.)



Civil Rights Movements Started It All

- World War II veterans returning from war = rehabilitation to return to work
- Civil rights for women and racial/ethnic minorities
- Realized it is not disability but inaccessible environment and negative attitudes that create barriers

Civil Rights and Federal Laws

Employment Related Federal Laws:

- Rehabilitation Act of 1973
- Education of All Handicapped Children Act 1975 (1997 became IDEA)
- Americans with Disabilities Act of 1990 (ADA)
- Workforce Investment Act of 1998
- Workforce Innovation and Opportunity Act (2014)

Medicaid Home and Community-Based Services Rules

Effects employment by...

- Ensuring full access to the greater community
- Receive services in the most integrated setting
 - Enables interaction with people who do not have disabilities to the fullest extent possible
 - Allows choice in daily activities and with who they spend time
- Person-centered service plans

What Work Looks Like Now

- Facility-Based Work Services
 - Pre-vocational services
 - Segregated or “sheltered” work
- Group Supported Employment
 - Several individuals working in the same workplace with one supervisor
 - Enclaves - groups of people working in a crew
- Individual Supported Employment
 - Competitive Employment in the Community
- Customized Employment
 - Job carving, partial participation (doing some of the work)
- Self-Employment

Sheltered vs. Integrated Work

Sheltered Work

- Segregated environment
- Piece work, assembly, or light manufacturing
- May pay less than minimum wage
- Service provider is the employer
- Assumes person is unable to work in community or
- Person is not ready and needs pre-vocational services

Integrated/Competitive Work

- Regular work setting in the community
- Work is determined by job tasks
- Earns at least minimum wage or more (same wage as others doing that work)
- Person is paid by the employer/business owner
- Assumes the individual is ready for employment and
- Person has something to offer that helps the business be successful

Sheltered Work

Why might a person's family choose facility-based work services?

- Advice from professionals
- Think the person is not ready or is unable to work in the community
- Safety, afraid of discrimination or teasing/bullying
- Can also get developmental disability services in same place
- Don't know what supports are available in the community
- Afraid of losing benefits
- Fear of unknown

Sheltered Work

Why might an individual choose facility-based work services?

Because the individual...

- Wants to learn more job skills before trying employment
- Has friends who go to the workshop
- Is worried about safety, afraid of discrimination or teasing/bullying
- Is afraid of losing benefits
- Is afraid of the unknown - something they haven't tried before

Sheltered Work

Why might an individual choose facility-based work services?

Because the individual...

- Doesn't know what their skills and abilities are
- Hasn't been helped to explore what kinds of work are possible
- Has never tried working in the community
- Doesn't know what supports are available

Let's Talk About Sheltered Work

- Keeps people segregated
- Assumes the person isn't able to work or is not ready
- Fewer opportunities to grow and be mentored
- Limited relationships
- Low wages, unable to move up in the workplace and...
- Doesn't meet HCBS Rules requirements
- WIOA places restrictions on sub-minimum wage settings

Let's Talk About Integrated Work

- Person is included in their community
- Assumes competence, contribution
- Provides opportunity to grow personal and professional skills by being mentored in the workplace
- A place where people develop friendships with people who do not have disabilities
- Higher wages mean more buying power, more opportunities, and pride
- People who work are healthier

Employment Readiness

A person being ready to work.

What does this mean?

Readiness for Employment Myth #1

Credit to David Hoff,
Institute for Community
Inclusion, UMASS Boston

Facility-based programs prepare
people for employment

Research shows the opposite is true.



Readiness for Employment Myth #2

Performance in simulated work environments
for people with developmental disabilities
is a predictor of employment readiness and
success.

Readiness for Employment Myth #3

We can predict who
will succeed or fail
in employment.



Readiness for Employment Myth #4

Rate of production is primary factor in
determining employment readiness.



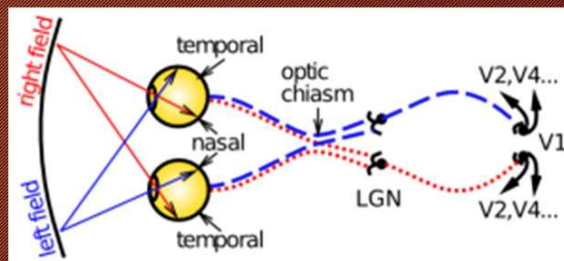
Readiness for Employment Myth #5

You need to know how to conduct a job search to be ready for employment.



Readiness for Employment Myth #6

Every employer has the same employment standards and same methods for hiring.



Readiness for Employment Myth #7

Employer standards
are inflexible.



Readiness for Employment Myth #8



Employers expect
perfect employees.

When is a Person Ready to Work?

Being ready for work means:

- Motivated to work
- People understand themselves - their strengths, skills, interests
- People understand their support needs
- Availability of supports

Actual work experience has a large impact on these factors.

People Are Ready Now

In an Employment First environment, everyone is presumed ready for employment

"Work Early Work Often" parent



Idaho Division of Vocational Rehabilitation

Extended Employment Services Program

Proposed Statute 33-2309

EES History

- 1970s(?) to 2005
Administered by Department of Health & Welfare
 - Historical purpose: Sheltered, non-competitive work, supported employment
- 2005 – Present
Administered by Idaho Division of Vocational Rehabilitation (IDVR)
 - Purpose: Vocational training and skill building toward competitive community-integrated employment

Heather

A mother's fear



EES Supported Employment

- Individual competitive integrated employment
- Contract with Vendors
 - Long-term vocational maintenance
 - Maintain paid employment
 - Vocational skill-building

EES Work Services

- Purpose of WS is "Training"
 - Reason > Purpose > Outcome
 - Goal: Individual competitive integrated employment
- Needs based, not choice based
- Work Services
 - Individual non-competitive community employment (Community Rehabilitation Provider (CRP) is employer)
 - Small Group (enclave, CRP employer)
 - Work Services (14C, sheltered workshop, CRP employer)

Kevin

Prejudgment

14C Wage Data

- Work Services IPPs
 - 2017, 2018, & 2019
- Combined average "Training" was 12.9 years
- Combined average 14C wage: \$3.75
- \$-0.12 wage decrease
- -3% productivity decrease
- Competitive productivity
 - Refer to VR?
 - When will they be "Ready?"
 - 100% productivity myth
- Productivity disparity
- 0% productivity change

Laredo

Holding on to productive workers

Changes to Supported Employment

- Supported Employment facilitated meetings
 - Consensus – Long-Term Job Coaching
 - EES/Medicaid = comparable service
- Separating from Medicaid
 - Able to serve all Idahoans that need Supported Employment (SE) services
 - No waitlist
- SFY 2020
 - 668 total
 - 317 Supported Employment
 - 285 Work Services
 - # of individuals served decrease
 - Majority needing SE received comparable Medicaid waiver service
 - EES working with IDVR to increase referrals for Mental Health and Traumatic Brain Injury

EES Proposed Statute

- Governor expired rules
- Div. of Financial Management
 - Directed IDVR to draft proposed statute
- Continue supported employment for individuals without other funding sources
 - Long-term job coaching
 - Short-term training services
- Transform 14C work services to time-limited vocational skill-building program
 - Enter into or return to competitive integrated employment
 - "Time-limited" undefined in statute
 - Negotiated rule-making
 - Flexibility
- Establishes EES administered by IDVR

Transformation

- Move into 21st Century
- Teach modern skills for modern workforce
 - Computer degree (1980 vs. 2019)
 - Outdated skills
 - Automation and outsourcing
- Do not prejudge
 - Educate staff, educators, legislators, etc.

Questions?

Idaho Council on Developmental Disabilities

Position Statement on

Segregated or Sheltered Employment

Originally adopted in 2006, proposed update in 2019

What we understand about segregated employment:

- Segregated employment occurs in settings where the majority of workers have disabilities, usually in workshops and enclaves.
- A fiscal year 1998 nationwide study found that the average wage for Vocational Rehabilitation “closed cases” in segregated employment was \$2.54 per hour and \$64.51 per week. *Federal minimum wage in 1998 was \$5.15/hour.*
- *A current informal study in Idaho found that the average 14c wage for an individual with intellectual/developmental disabilities is \$3.75/hour with the federal minimum wage in 2019 at \$7.25/hour.*
- Job skill training in workshops is not consistent with skills needed for community employment.
- Segregated employment workers are isolated from their communities and have fewer opportunities to develop community integration skills.
- Many individuals remain in segregated employment for extended periods of time and seldom transition to community employment.
- Approximately 550 individuals (*SFY2020 285 in work services*) with developmental disabilities are enrolled in segregated employment services in Idaho.
- The United States Supreme Court in its Olmstead decision upheld the “integration mandate” of the Americans with Disabilities Act, requiring public agencies to provide services “in the most integrated setting appropriate to the needs of qualified individuals with disabilities”.
- The Attorney General of the United States interprets “the most integrated setting” to mean, “a setting that enables individuals with disabilities to interact with non-disabled persons to the fullest extent possible”.

Our Position:

- The Council agrees with U. S Department of Education regulations that govern state vocational rehabilitation services, in no longer recognizing segregated employment as being an appropriate employment outcome.
- The Council supports use of State General Fund dollars being used for programs that are consistent with integrated employment, federal minimum wage requirements, opportunities to grow and learn within specified time frames and that allow opportunities for choice and achievement of economic self-sufficiency.

Legislative Homework

Background Information:

The Idaho State Council on Developmental Disabilities works on systems change activities which includes educating elected officials about current and future legislation.

Purpose

Every year each Council members are expected to make appointments with the elected officials in their legislative district and carry out face-to-face visits during the February Council meeting. The exception to this expectation is with our agency representatives, who are typically unable to represent the Council with legislators. To prepare Council members for these visits, materials are presented in the October Council meeting to help everyone feel at ease during these visits.

What do we do with the information?

It is important to be prepared, understand the material being presented and be professional when meeting with elected officials as a Council representative. In order to be prepared, completing the homework and practicing your elevator speech is encouraged.

Recommended Action:

Follow along as assignments are presented and ask questions.

Preparing for Legislative Visits

During quarterly Council meetings, training is provided to help members build their knowledge and skills to be effective Council members. But, as you know, there are things you all can be doing between meetings to help the Council meet its goals. Members have said it would be helpful to have specific assignments with deadlines for you to take on as part of your Council member responsibilities.

ASSIGNMENT #1 – Prepare Your Quick, 3-Min About-the-Council Speech:

Please complete this homework by **Friday, January 10, 2020**.

1. Go through the steps on the “Quick, 3-Min About the Council Speech” handout.
2. Answer the questions listed on the form.
3. Write out a script for your short speech.
4. Practice saying your script aloud.

****WHAT DO I DO WITH THIS INFORMATION WHEN I HAVE COMPLETED IT?****

Keep your script handy and practice it with family, friends, and people in your community. Be ready to use your script when talking to legislators.

ASSIGNMENT #2 – Prepare Your Story or Testimony:

Please complete this homework before **Wednesday, February 5, 2020.**

1. Write your story. Use the information in this packet to tell who you are, what you are concerned about and why. Examples of issues might be: Extended Employment Services statute, Landlord Tenant Laws.
2. Practice telling your story to a friend so you are comfortable telling it

ATTACHED INFORMATION TO HELP YOU COMPLETE ASSIGNMENT 2:

- “Prepare Your Story or Testimony Outline” and Example
- A completed example of a story outline to use as a guide (a story by John Kihara, Disability Advocate 1963-2019)
- Go to <http://youtu.be/8KTd2H0H6Ck> to view a video of John Kihara using his story to have a meeting with his legislator
- Go to <http://youtu.be/mOTA-ADMw34> to view a video of John using his story to provide testimony to a legislative committee

****WHAT DO I DO WITH THIS INFORMATION WHEN I HAVE COMPLETED IT?****

1. Practice telling your story to friends and family. You will use this information in our Council meeting to prepare for legislative visits.
2. Information about particular issues that the Council is working on will be provided to you in a separate email or mailing and at the Council meeting.

ASSIGNMENT #3 – Make Appointment with Legislators:

Please complete this homework before **Friday, January 31, 2020.**

- Contact your three (3) legislators (one Senator and two Representatives) to set appointments to meet with them while you are in Boise for the Council meeting.
- You should aim for a meeting between the hours of **12:00pm and 3:30pm on Thursday, February 6, 2019.**

ATTACHED INFORMATION TO HELP YOU COMPLETE THESE ASSIGNMENTS

Assignment #1 – Due Friday, January 10, 2020

Quick, 3-Minute “About the Council” Speech

Four Easy Steps to Promote Our Organization

One sign of a well-run organization is that board members, staff, and volunteers consistently and personally promote the organization throughout the community. In part, this is accomplished by dozens of informal conversations (quick, 3-min speeches) that are delivered by people involved with the organization and help build awareness of the organization's value.

The outline below describes each of the four steps in the process and provides some optional statements that can be used to construct an elevator speech. Of course, you can customize these statements or add others with which you are more comfortable. We encourage you to develop your own speech and build it into everyday conversations with family, friends, community leaders, and business colleagues.

Step 1: OPENER - Starts the conversation/states the need

1. Have I mentioned that I'm a member of the Idaho Council on Developmental Disabilities?
2. Are you familiar with the DD Council?
3. Did you realize that there are approximately 26,000 people with developmental disabilities in our state? (Review “What are Developmental Disabilities?” on the last page in case you are asked.)

Step 2: MISSION - Explain what the organization does/how it serves the "need"

1. The mission of the Idaho DD Council is to “promote the capacity of people with developmental disabilities and their families to determine access to, and direct the services and supports they need to live the lives they choose, and to build the community’s ability to support their choice.”
2. We focus on addressing the needs of individuals with developmental disabilities and their families through advocacy, systems change, and capacity building in multiple ways across a variety of projects.
3. We embarked on a 5-Year Plan that started in October 2016 where we are focusing our efforts on helping to improve the home and community-based service system by improving quality assurance measures, using a process

called “Person-Centered Planning” to help people with developmental disabilities achieve their dreams, work towards better quality service system to serve individuals with both a mental health diagnoses and a developmental disability diagnosis, work on helping youth with disabilities transition out of high school and into colleges and/or careers of their choosing and work to develop a statewide policy coalition who will be informed members of the public that will be working on systems change in their home communities and statewide.

Step 3: YOUR PERSONAL INVOLVEMENT - Links you to the organization

1. I've been involved with the DD Council since _____ (year)
2. I enjoy being a part of the Council because.....
3. I am proud of our work because.....
4. I am especially excited about our recent project/accomplishments.....
5. I first got involved with the Council when/because.....

Step 4: LEARN MORE - How can the listener learn more about the organization?

1. We have a web site www.icdd.idaho.gov where you can learn more about our projects and programs.
2. If you'd be interested in learning more about the DD Council I'd be happy to tell you more about our achievements/accomplishments.
3. Could I drop off a written brochure to you - or send you one in the mail?
4. We are always looking for volunteers to help us with.....
5. Would you be interested in learning more about the DD Council?
6. If you are interested in becoming a Council member, please visit our website for an application and more information.

Facts about the Council:

- The Idaho Council on Developmental Disabilities was established in federal law in 1971 and in state law in 1978 and is a leader in developing new ways to empower individuals with developmental disabilities and their families to lead independent lives.
- The Council is a leader in our multiple initiatives to develop and support leadership from individuals with intellectual and developmental disabilities and families statewide since 1997.
- The Council has successfully demonstrated new ideas, policies and practices that encourage communities to include and support all citizens.
- The Council uses its unique position to bring together people with different perspectives, experiences, and knowledge in meaningful partnerships to solve complex issues across systems and programs.
- The Council is made up of 23 volunteer members from across the state and 60% of those members are adults with developmental disabilities or family members.

From NACDD booklet:

- We promote progress among people with developmental disabilities and their families and the community partners who serve them.
- Councils on developmental disabilities have been helping people lead fuller lives by becoming independent, productive and integrated members of the community.
- Our decades of knowledge and experience solving complex issues have made us an invaluable resource to people with developmental disabilities and their families.
- We understand their challenges and their hopes, and how to navigate the complicated network of agencies, community organizations and institutions to effectively address their needs.
- From funding innovative grassroots groups to building powerful statewide coalitions needed to tackle large issues, we play a central role in improving the quality of life of individuals with developmental disabilities across Idaho.

What are Developmental Disabilities?

The Federal Definition of a developmental disability is as follows:

Developmental disabilities (DD) are severe, chronic disabilities because of mental and/or physical impairment that are present before the age of 22 and are likely to continue throughout life. They result in substantial limitations in three or more areas: self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living and economic self-sufficiency, as well as the continuous need for individually planned and coordinated services. Nearly 4.5 million Americans live with developmental disabilities.

☛ ***All Council members and staff are encouraged to develop a brief speech they are comfortable delivering throughout the community.***

Assignment #2 – Due by Wednesday, February 5, 2020

OUTLINE

The Beginning:

- ☐ **Who are you?**
- ☐ **What do you care so much about that you are willing to speak out?**

The Middle:

Describe the problem

What isn't working?

Give real examples

What are some ways to fix the problem?

The End:

- **Say thank you and ask:**
 - ☐ **Do you need more information?**
 - ☐ **Do you agree there is a problem that needs to be fixed?**
 - ☐ **Are you willing to work on solving the problem?**

Example Completed Outline:

John Kihara was a devoted disability advocate who worked diligently to inform policymakers about issues faced by people with disabilities. He passed away this year. We honor his memory by continuing to include his story.

The Beginning:

○ Who are you?

My name is John Kihara and I was born and raised in Pocatello. I enjoy living in Pocatello because people still smile and wave, and it still feels like a small town. I am 49 years old and I have severe major depression. Since age 10 I have had depression, but it has only been in the last 8 to 10 years that I was diagnosed with severe depression. I have two degrees in electronics. I would really like to be working doing computer repair work, but my depression too frequently gets in the way.

○ What do you care so much about that you are willing to speak out?

Managed care scares me. My teeth are literally falling apart. I would like to see mental health services restored at least restored to what they were before they were cut in 2010.

The Middle:

- Describe the problem
- What isn't working?
- Give real examples

I know managed care is coming and I am concerned about how that would affect me. My experience with AMR, the transportation brokerage that is a managed care model, has been poor at best.

There does not seem to be an incentive for a managed care organization to keep me out of the hospital and do everything they can to keep me living in the community with the support I need to be healthy. Hospitalization for crisis would not be part of the contract responsibilities, so how hard is the managed care organization going to work to keep healthy and living in my apartment?

I currently have a very good counselor and a very good PSR worker. Will I get them as my service providers with managed care? I am unsure if the insurance companies understand community-based services designed to support people with disabilities to live independent and healthy lives. I want to keep my current providers and not be told that I must go to someone closer or that is "in the network."

Dental services need to be restored for all adults on Medicaid. The last time I saw my dentist was three years ago. My teeth are cracking, I need new fillings, and my tooth in the back of my mouth hurts me. If my teeth don't get some attention soon I am afraid I will have to have implants or dentures which cost so much more for the state.

A lot of cuts have been made to the mental health service system. This is how those cuts have impacted me. My PSR hours have been cut by one hour a week. While it may not seem like much, to me there are certain days with my depression that the hour makes a huge difference. When my life goes into crisis the only support available is to send me to the behavioral health unit at the hospital. The cost to the state for hospitalization is about \$48,000.

○ What are some ways to fix the problem?

Please no more cuts to services.

Please restore dental services to all adults with disabilities on Medicaid.

With managed care let's take our time to build a quality service delivery system for adults with mental health issues. Please consider that quality community services individualized for each person is key to our success living in our communities. The biggest concern I have with managed care is that more costly crisis services, like hospitalization, need to be part of the contractor's responsibilities so they are doing everything they can to keep me healthy and living in my apartment.

The End:

- **Say thank you and ask:**

○ Do you need more information?

I would just like to say thank you for your time. I would be more than willing to answer any questions that I can or get you any information to help you understand what I have spoken about today.

○ Do you agree there is a problem that needs to be fixed?

I hope you can agree that there is real problem in our state with the lack of mental health services needed.

○ Are you willing to work on solving the problem?

I hope you are willing to work to resolve these issues this session. People's lives depend on it. Thank you and I will stand for any questions.

Assignment #3 – Due by Friday, January 31, 2020

Making an Appointment with Your Legislator

Contact your legislator in December-January to make an appointment to meet with them in February.

Our Council meeting is February 6-7, 2020. Plan on visiting your legislator between _____ on _____

- You can get legislator contact information using the directory on the Idaho Legislature website at <https://legislature.idaho.gov/legislators/>
- If you need to find out what your district is and who is your legislator, click on “Who’s My Legislator”

What you might say on the phone or write in an email:

Dear Senator (or Representative) _____,

My name is _____. I am a parent/self-advocate/other, and I live in _____ (city/town). I am very concerned about/would like to talk to you about the importance of disability services that allow individuals to work and live in their community.

I will be in Boise on February 6th and 7th and at the Statehouse on Thursday the 6th the afternoon. I would like to meet with you on that day. Would you have some time to talk with me?

(If yes) Where can I find you at that time?

Thank you and I look forward to seeing you on the 6th.

You should call or email your legislator on **Monday, February 3rd** to remind them of the appointment and make sure of the time and place.

Examples of a Call Script:

Dear Representative _____,

My name is _____. I am on the Council on Developmental Disabilities and I am a _____. I live in _____. I am very active in advocating for people who have developmental disabilities and would like to talk to you about things that have been happening to people because of changes to Medicaid services.

I will be in Boise on February 6th and 7th and at the Statehouse on Thursday the 6th in the afternoon and would like to meet with you. Do you have some time that day to talk to me?

(She says he can meet at 2:00pm after a committee hearing.)

2:00 will work great for me. Where should I look for you at that time?

(She says she will be in her office.)

If that is in the House offices on the Garden Level shall I just come in and ask for you there?

(She says yes.)

Thank you very much. I look forward to seeing you on the 6th.

- OR -

Dear Senator Lodge,

My name is Toni Brinegar, and I live in Nampa. I am a parent and my 20-year-old son has a developmental disability. I am concerned about my son's future and saving for his future using a savings program called the ABLE Act. I would like to talk more with you about what you as a legislator could do to help me as a parent secure my son's financial future.

I would like to meet with you on the afternoon of Thursday, February 6th. Do you have some time that afternoon to talk with me?.....

Presentation by Council Intern

Background Information:

The Council is supporting a student intern this year. Archer Sollars, a senior at Sage International Charter School, must complete 240 internship hours. Mr. Sollars is working with Melissa Morales to learn how to create a documentary which will focus on the Council's work with Spanish speaking families to create a culturally and linguistically competent service systems in Idaho. Mr. Sollars will provide a brief presentation to the Council about his internship.

Recommended Action:

Listen and ask questions if you have them

Notes:

Proposed 2020 Annual Work Plan - Revised

Background Information:

Each year Council staff develops a one-year work plan based on the goals and objectives in the Council's five-year strategic plan. The annual plan guides the Council's activities for that year and includes project activities intended to help the Council meet its goals. A draft of the 2020 workplan was approved by the Council in summer 2018 and submitted to AIDD on a required federal planning and reporting schedule.

When developing an annual work plan, staff meet to consider past year progress and any new opportunities for the Council to meet its goals. Staff then determine the best activities in the coming year to ensure that we continue to make progress towards five-year strategic goals and desired outcomes.

Recommended Action:

Review the proposed changes to the annual workplan activities for FY2020. We will discuss, then members will vote to approve as presented or with changes if proposed during the meeting.

Notes:

DRAFT 2020 Annual Work Plan
October 1, 2019 to September 30, 2020
Year Four of the Five-Year Plan

REVISED November 2018 for ILW Grant
Presented at the October 2019 Council meeting

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

Objective 1.1

Recruit and support individuals with intellectual/developmental disabilities and family members, to participate in collaborative stakeholder meetings to review and define Home and Community-Based (HCBS) developmental disability services and develop state quality indicators by October 2020 that will affect ongoing quality assurance activities for HCBS.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- Provide information to policymakers at the state and federal level about the importance of Medicaid Home and Community-Based Services
- ~~Review quality assurance activities and make recommendations for system improvement aligned to quality indicators~~
- Promote HCBS quality indicators in policy advocacy with state agencies and policymakers
- Working with Living Well Grant partners, support individuals with I/DD and family members, including those from the Latinx community, to participate in Community NOW! activities
- Build awareness within Community NOW! about cultural competence
- Support Culturally Responsive Advisory Group members to be fully included and integrated in Community NOW!
- Support the Community NOW! Advocate Advisory Committee
- Monitor contract with Community NOW! facilitator

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

Objective 1.2

Working with the Idaho Department of Health and Welfare, service providers, individuals with disabilities and families, develop and implement a plan for organizational change and support staff development in person centered practices by September 2021.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- ~~Implement support staff training implementation plan based on person-centered practices and identified quality indicators with at least one provider agency~~
Work with Living Well Grant partners to develop a plan for a direct support staff professional development model aligned to person-centered practices
- ~~Evaluate training effectiveness~~
- ~~Survey agency clients (people with I/DD) based on quality indicators~~
- Conduct four two-day Person-Centered Thinking Bootcamp trainings for direct support professionals

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

Objective 1.3

Work with individuals with disabilities, their families, and other 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 provided by trained, qualified PCP specialists by July 2021.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- ~~Advocate in support of Medicaid rules governing new PCP services~~
- Inform policymakers and other stakeholders about best practice in a person-centered planning and services
- ~~Help recruit/identify people to be trained as PCP facilitators~~
- ~~Observe/review PCP Facilitator training~~
- Develop and establish PCP Facilitator qualifications and related training model
- ~~Survey facilitators and individuals using PCP services based on quality indicators~~
- Develop policy and system infrastructure for PCP services through the Community NOW initiative
- Support a workgroup to develop PCP self-advocacy training to prepare individuals to participate in, and lead, the PCP process
- Monitor contract for Person-Centered Thinking training services
- Provide Person-Centered Thinking Training to individuals and family stakeholders in four locations

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

Objective 1.4

Work with the Idaho Department of Health and Welfare to build capacity in mental health services available to individuals who experience the dual diagnosis of mental illness and intellectual/developmental disability by July 2021.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- Work with IDHW to ~~develop~~ **inform the development of** a plan for implementation of services ~~provided~~ to **support** people with dual diagnosis
- Collaborate with IDHW to plan additional support staff training opportunities
- ~~Review quality assurance data and survey individuals about experiences with services~~
- **Conduct a research study to identify the impact of Skills System training for clinicians**
- **Sponsor Dr. Karyn Harvey to present at the NAMI conference, and sponsor two clinicians to attend the conference**

Goal 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.

Objective 2.1

Each year of the plan, provide/support education and training for families, teachers, and other team members, to increase the number of youth/young adults with intellectual/developmental disabilities who experience a gift-focused and strength-based assessment and planning process.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- Work with partners to support Supported Decision-Making training and activities
- Evaluate training and survey trainees to develop report on outcomes of training
- ~~Expand peer mentoring model that includes self-advocacy training done by trainers who have I/DD to educational/transition planning process~~
- ~~Support and survey Idaho Core Gift Master Facilitators and participants on outcomes of process~~
- ~~Provide Core Gift training in additional areas and promote to school districts~~
- Support the development of communication strategies for strength-based assessment and planning with individuals with I/DD who experience communication barriers
- Provide education to families, youth and young adults about advocacy/self-advocacy in transition planning and employment
- Support Cultural Broker activities in educating ~~Spanish-speaking~~ Latinx families, youth and young adults about advocacy/self-advocacy in transition planning and employment

Goal 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.

Objective 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.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- **Work with WIOA partners to educate students and family members about setting employment goals and the ~~benefits of a customized employment model~~ resources available to support achieving those goals**
- ~~Review effectiveness of Idaho Pre-Employment Transition Services by reviewing outcome data and/or surveying families and students about outcomes~~
- **Advocate for implementation of Customized Employment Services**

Goal 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.

Objective 3.1

Build the capacity of individuals and parents to advocate, lead, and mentor others by providing leadership development and advocacy training to adults with intellectual/ developmental disabilities and parents of children with intellectual/developmental disabilities.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- ~~• Coordinate the 2019/20 Partners in Policymaking program~~
- ~~• Research peer to peer mentoring models; engage experts~~
- ~~• Develop plan to implement peer to peer mentoring; recruit mentors~~
- ~~• Expand peer mentoring model that includes self-advocacy training for people with disabilities planning their services done by trainers who have I/DD~~
- Work with ILW partners to support a Self-Advocacy Training Workgroup to develop a plan for sustaining a self-advocacy train-the-trainer model
- Work with ILW partners to establish Self-Advocacy Training Coordinator position recruit Coordinator

Goal 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.

Objective 3.2

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.

Activities

Year 4 (Oct 1, 2019 – Sept 30, 2020)

- **Work with contractor to support activities of the statewide policy coalition.**
- **Support a Coalition member in a fellowship focused on local community organizing**
- **Provide information to coalition members about policy issues and opportunities to participate in systems change efforts.**
- **Meet with DD Network Partners quarterly to review progress and explore additional strategies to strengthen self-advocate leadership in Idaho**
- **Ongoing outreach to ~~Latino~~ **Latinx** community in Western Idaho about policy involvement and ~~Cultural Broker~~ mentoring of interested individuals **in policy activities****

Proposed 2020 Annual Work Plan Budget

Background Information:

Each year Council staff develops a one-year work plan based on the goals and objectives in the Council's five-year strategic plan. The annual plan guides the Council's activities for that year and includes project activities intended to help the Council meet its goals.

Each year staff meet to determine the cost of our project activities, events, meetings, fees, and other general costs for the fiscal year.

Recommended Action:

Review the estimated annual plan budget for FY2020. We will discuss, then members will vote to approve as presented or with changes if proposed during the meeting.

2020 Workplan Budget by Goals

Goal 1 – Quality in Home and Community Based Services Adults with intellectual/developmental disabilities experience improved quality in Home and Community Based Services.		GOAL 1 – Total Budgeted: \$ 41,850 +ILW \$67,790
Activities included in this goal: Community NOW! - Facilitator contract - Support for working groups		Person Centered Thinking training in local areas PC Thinking Bootcamp for direct support professionals Trauma Informed Care speaker at NAMI conference
Goal 2 – Secondary Transition More 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.		GOAL 2 - Total Budgeted: \$ 8,500
Activities included in this goal: Communications strategies research and training modules subgrant Tools for Life conference (Pocatello) – outreach/data gathering Cultural Broker work with families about transition planning		Supported Decision-Making trainings Secondary Transition Institute
Goal 3 – Leadership Development 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.		GOAL 3 - Total Budgeted: \$ 78,400
Activities included in this goal: Support development of a Self-Advocacy Training model, Statewide Policy Coalition - contract		
General Administration Includes: Personnel, office operations, association dues, Council meeting costs, etc.		Total Budgeted: \$ 568,375 +ILW \$44,510

ILW = Idaho Living Well Grant funds

Year End Project Report

Background Information:

The Council operates on the federal calendar that runs from October 1st, through September 30th. At each fall Council meeting staff provide a year-end update on the status of work completed to address the five-year plan goals. The Council concluded the second year of our five-year plan September 30, 2019. A short presentation will be provided on project highlights from the year.

In addition to the quarterly progress report that staff compiles for members, presentations will be made by the individuals on contract with the Council. Contractors will provide their perspective on the work they have completed this past year. This will also provide a better understanding of the Council funds used to accomplish our five-year plan goals.

Presentations will be made by the following individuals on contract with the Council:

- Mr. Gary Sandusky, Coordinator, DD Network Statewide Advocacy Coalition
- Ms. Marsha Bracke, Facilitation of Community NOW!
- Ms. Griselda Camacho, Cultural Broker
- Dr. Jenn Gallup, Communication Strategies Research

Contractor presentation handouts are provided as separate documents to this packet.

Recommended Action:

Listen. Ask questions. Be brilliant!

Notes:

Five-Year Strategic Plan Development Activities

Background Information:

Every five years the Council must develop a 5-year strategic plan that includes goals and objectives that will drive our work between October 1, 2022 and September 30, 2026. This planning process begins at least 18 months prior to finalizing the plan. Council members are integral to the planning process.

Staff will share the plan development activities schedule and a model for gathering public input with Council members taking an important role by hosting community conversations in their local area.

Recommended Action:

Review the plan development activities schedule. We will discuss opportunities for members to take an active role and commit to hosting community conversations.

Notes:

PLANNING TIMEFRAME

Development of Next Five-Year Plan (2022-2026)

October 2019	Present planning calendar/schedule to Council; discuss data gathering methods for 2022-2026 plan
January 2020	Council meeting; finalize survey; schedule public forums; submit information requests for Comprehensive Review and Analysis (CRA) data
April 2020	Council meeting - confirm final schedule and plan for community conversations; provide public survey
April-June 2020	Gather public input: forums, statewide/survey; develop state snapshot/CRA data report
May-June 2020	Collate data from surveys and public forums; develop plan for planning retreat with members
July 2020	Council meeting - review data from surveys/forums and CRA; Priority setting activities and measurable outcomes development
October 2020	Council meeting - draft new (or amend) goals and develop outcome statements
November 2020	Staff develop draft 5-year plan;
January 2021	Council meeting - review draft 5-year plan – approve version for public comment
February-March 2021	Plan draft out for public comment (45 days)
April 2021	Review of public comment; approval of final plan by Council
May 2021	Submit plan & assurances to Governor; staff develop budget for FY2022
July 2021	Council meeting; approval of FY2022 budget
Mid-August 2021	Submit new 5-year plan to AIDD
October 1, 2021	Beginning of new 5-year plan

Member Recruitment - Update

Background Information:

Governor Little appointed six new members to the Council and re-appointed two members in late July filling four positions for family member of a person with a developmental disability, one position for person with a developmental disability and two agency positions.

Congratulations to newly appointed members including...

Person with a Developmental Disability:

Alan Jack Hansen, Jr., Boise

Family Member of a Person with a Developmental Disability:

Michael Sandvig, Idaho Falls

Adrienne Seamans, Idaho Falls

La Donna Tunistra, Kuna

Emily Peterson (re-appointed)

Aging Agency

Deedra Hunt, Commission on Aging

Material and Child Health, Title V

Jacquie Watson (re-appointed)

The Council continues to have one vacant position for Person with a Developmental Disability. The ad hoc Membership Committee was convened and decided to continue with recruitment to fill this position and is working on this process now.

Recommended Action:

Listen to report and ask questions.

Notes:

Council Member Reports

Background Information:

At the request of the Council Chair there will be member reports provided by 5-6 Council members at each meeting. This will provide an opportunity for each Council member to report to the full Council the work they are doing in their home communities to advance the mission of the Council as well as agency reports from our agency representatives.

Members reporting at the Fall quarterly Council meeting include: Carly Saxe, Julie Fodor, Claudia Suastegui, Kristie Oakes, Charlie Silva, and Jacquie Watson

Recommended Action:

Please prepare for your member report in advance. If you have handouts, please send to the Council staff one week before the meeting so we may provide copies. You may also bring 30 copies with you to hand out. Please make sure information is provided in 14-point font or larger.

Notes: