



IDAHO COUNCIL ON  
**DEVELOPMENTAL**  
**DISABILITIES**

# 2026 Annual Work Plan

Year Five of the Five-Year Plan

October 1, 2025 – September 30, 2026

Draft approved by the Council on 7/18/2024

Revised Plan approved by Council on 7/24/2025

**Goal 1: During each year of the plan, individuals with intellectual and developmental disabilities and family members inform and direct changes in service systems, resulting in higher quality of services that better meet the needs of individuals with intellectual and developmental disabilities by 2026**

**Objective 1.1: Support individuals with intellectual and developmental disabilities and family members to lead in defining developmental disability Home and Community-Based Services in collaborative meetings**

**Objective 1.1 Activities in Year Five**

- Support individuals with developmental disabilities and family members to participate in Community NOW! and other meetings about Home and Community-Based Services
- Ensure that all meeting materials are provided in an accessible and plain language format
- Coordinate and participate in Community NOW! Core Team meetings and support Core Team members to participate in Core Team meetings
- Continue to look for people with intellectual and developmental disabilities and family members to join Community NOW! and provide orientation training as needed
- Provide leadership development to support at least two Community NOW! members to learn the skills of facilitating meetings
- Provide expertise as a subject matter expert to the Special Master in the KW vs. Armstrong lawsuit
- Participate in the State assessment selection process

**Objective 1.2: Support members of the Latino community to provide recommendations to improve access to service systems to meet the needs of Latino families and individuals with intellectual and developmental disabilities**

**Objective 1.2 Activities in Year Five**

- Ensure that all Community NOW! materials are provided in Spanish and Spanish interpretation is available

**Objective 1.3: Develop state quality indicators defined by individuals with intellectual and developmental disabilities and family members for Home and Community-Based Services**

**Objective 1.3 Activities in Year Five**

- Compile all recommendations collected from individuals with intellectual and developmental disabilities and family members as part of Community NOW!
- Review all Community NOW! recommendations with Community NOW! members

**Objective 1.4: Advocate for changes in service systems to align with quality indicators identified by individuals with intellectual and developmental disabilities and family members**

**Objective 1.4 Activities in Year Five**

- Submit all Community NOW! recommendations to the Idaho Department of Health and Welfare as part of the Managed Care Request for Information

**Objective 1.5: Identify gaps in services and make recommendations based on best practices to inform policy resulting in improved access to reporting of abuse, neglect, and exploitation**

**Objective 1.5 Activities in Year Five**

- Continue to work with partners towards establishing a caregiver misconduct registry in Idaho

**Goal 2: By 2026, service systems have increased their capacity to provide quality services, so individuals with intellectual and developmental disabilities and family members have access to services that meet their needs and preferences**

**Objective 2.1: Work with partners to build capacity in mental health services and supports available to children and adults who experience the dual diagnosis of mental illness and intellectual or developmental disability**

**Objective 2.1 Activities in Year Five**

- Work with the Department of Health and Welfare to support the START model for individuals with a dual diagnosis, family members, and mental health clinicians

**Objective 2.2: Work with partners to establish a state-level person-centered community of practice**

**Objective 2.2 Activities in Year Five**

- Provide monthly, virtual Roundtable events on improving person-centered practices in Idaho for existing Community of Practice members, while continuing to expand statewide participation
- Host five Roundtable events on person-centered practices for families
- Provide reimbursement for travel and training expenses to active Community of Practice participants to attend training opportunities that build their capacity
- Provide Person-Centered Thinking and Charting the LifeCourse training to Council Members, DD Network partners, and other disability community members to increase Community of Practice membership and capacity
- In meetings with managed care organizations, continue to recommend that person-centered best practices such as Charting the LifeCourse be mandatory training for Home and Community-Based Services providers under managed care

**Objective 2.3: Work with partners to ensure that direct support staff receive sustainable and accessible training taught by self-advocates, family members or professionals guided by evidence-based practices**

**Objective 2.3 Activities in Year Five**

- Work with the Workforce Development Council and other partners to establish a direct support professional apprenticeship program in Idaho
- Work with partners on developing pathways to professional development in the direct care workforce as part of the National Council on Aging Direct Care Workforce Strategies Center Grant
- Provide recommendations in meetings with managed care organizations and in the Request for Information about incentivizing wage increases, benefits, and training for direct support staff

**Objective 2.4: Build capacity in service systems around cultural and linguistic competency by providing training and technical assistance to state agencies and service providers**

**Objective 2.4 Activities in Year Five**

No activities planned this year.

**Objective 2.5: In year 3 of the plan, identify needs and barriers to services in rural Idaho**

**Objective 2.5 Activities in Year Five**

- Complete needs assessment study in rural Idaho and finalize a report with recommendations

**Objective 2.6: In years 4 and 5, work with partners to ensure access to needed services and supports identified by rural Idahoans**

**Objective 2.6 Activities in Year Five**

- Work with partners to address identified issues and barriers in rural Idaho

**Goal 3: By 2026, individuals with intellectual and developmental disabilities and family members have increased their knowledge and skills needed to access the services and supports they need to live meaningful lives in their communities**

**Objective 3.1: Work with partners to develop and provide training for people with disabilities, family members, and other stakeholders to understand what abuse, neglect, and exploitation look like, including how and where to report**

**Objective 3.1 Activities in Year Five**

- Distribute the brochures and parent guide about healthy relationships and abuse, neglect, and exploitation that were developed in collaboration with the Idaho Coalition Against Sexual & Domestic Violence

**Objective 3.2: Support individuals with intellectual and developmental disabilities and family members from the Latino community to build awareness and provide education around disability and disability services in their community**

**Objective 3.2 Activities in Year Five**

- Support Partners in Policymaking graduates to plan and host a conference in English and Spanish in the Burley area in November 2025 to provide information about disabilities and disability services to families
- Support bilingual family members to develop their leadership to provide training at the conference and future events
- Collaborate with Idaho Parents Unlimited to provide childcare and training at the conference

**Objective 3.3: Work with partners to provide information and education to support individuals with intellectual and developmental disabilities and family members as they explore employment opportunities, set employment goals, and access the services and supports they need to achieve their goals**

**Objective 3.3 Activities in Year Five**

No activities planned this year.

**Objective 3.4: Provide information and education to youth and young adults with intellectual and developmental disabilities and their families on Supported Decision-Making so they have the knowledge and tools needed to successfully transition into adult life**

**Objective 3.4 Activities in Year Five**

- Promote Supported Decision-Making modules in English and Spanish that were created as part of the Living Well grant

**Goal 4: During each year of the plan, people with intellectual and developmental disabilities and their families are empowered to share their lived experiences and provide education and information on issues important to them, as they advocate on local, state and/or national level**

**Objective 4.1: Develop leadership of individuals with intellectual and developmental disabilities and family members by hosting three classes of Idaho Partners in Policymaking, including one specifically designed for Latino community members**

**Objective 4.1 Activities in Year Five**

- Reconfigure the Partners in Policymaking program to better meet the needs of rural communities
- Engage Partners in Policymaking graduates in policy activities

**Objective 4.2: Maintain a statewide, culturally diverse coalition of people with disabilities and families who are developing their leadership to advocate on policy issues at the local, state, and/or national level**

**Objective 4.2 Activities in Year Five**

- Provide educational opportunities on policy issues to members of the Disability Advocacy Network of Idaho
- Collaborate with the DD Network partners to re-engage individuals with intellectual and developmental disabilities and family members with the Disability Advocacy Network of Idaho through regular meetings and newsletter updates
- Support individuals with intellectual and developmental disabilities to provide advocacy training to other self-advocates
- Interview self-advocacy leaders to learn about their thoughts on self-advocacy in Idaho
- Convene a self-advocacy workgroup to determine future self-advocacy activities for Idaho

**Objective 4.3: Work with partners to develop a sustainable self-advocate train-the-trainer model by September 2025 to conduct statewide training on self-advocacy in all life areas**

**Objective 4.3 Activities in Year Five**

No activities planned this year.

**Objective 4.4: Support individuals with intellectual and developmental disabilities and families to advocate on issues that affect their lives at the local, state, and/or national level and to participate in cross-disability and culturally diverse coalitions**

**Objective 4.4 Activities in Year Three**

- Create plain-language, accessible factsheets in English and Spanish about important legislative issues
- Support individuals with intellectual and developmental disabilities and family members to provide testimony or visit with legislators
- Work with partners to host Fred Riggers Disability Awareness Day at the Capitol, with self-advocates and family members visiting the Capitol to inform their legislators about important issues
- Provide training to individuals with intellectual and developmental disabilities and family members on managed care
- Support individuals with intellectual and developmental disabilities and family members to provide recommendations on managed care

**Objective 4.5: During each year of the plan, monitor ongoing and emerging policy issues that affect the lives of people with intellectual and developmental disabilities and family members, inform them of these issues, and promote the Council's position on these issues**

**Objective 4.5 Activities in Year Five**

- Track upcoming legislative issues and share information on these issues with individuals with intellectual and developmental disabilities and family members

- Provide testimony, submit comments to rules and plans, and inform legislators on issues that affect the lives of people with intellectual and developmental disabilities and family members
- Provide comments to the Request for Information on managed care
- Work with partners in the Our Care Can't Wait coalition to educate policymakers about the direct care workforce crisis

**Objective 4.6: During each year of the plan, monitor emerging issues that affect the lives of people with intellectual and developmental disabilities and family members, provide information and resources to individuals with intellectual and developmental disabilities and family members when needed, and promote the Council's position on these issues**

**Objective 4.6 Activities in Year Five**

No activities planned this year (emerging needs objective).