

DRAFT

ADDPC 2025 Annual Work Plan – DUE to ACL August 15, 2024

(PMs; Output & Outcome statements)

Goal #1 SELF-DETERMINATION: By FFY 2026, the ADDPC will establish, strengthen, and expand advocacy among and for persons with intellectual and developmental disabilities (I/DD) so that they can live more self-determined lives, fully engaged, and included in all aspects of community life.

Objective 1: The Council will a.) strengthen a program for the direct funding of a state self-advocacy organization led by persons with I/DD, b.) that will support self-advocates to become leaders and provide peer-to-peer mentoring, and c.) increase the number of self-advocates to participate in cross-disability, culturally diverse leadership coalitions and groups, so that they are able to express themselves, make their own decisions and lead more self-determined lives.

Number	Work Plan Activity	Budget	Staff or Grant / Other Notes	Update on Progress: Provide a summary of the project activity and next steps.
PMs	Output statements	Evaluation type	Outcome statements	
1	The Council will provide funding for a grantee to support the self-advocacy mandate.	\$60,000	Grant: The Arc of AZ awarded July 1, 2024, to June 30, 2025 Yr.2 award letter.	Add to 2025
PMs: IFA 1.1 =50 IFA 2.1 =65% IFA 2.4 =50% IFA 2.5 =50% IFA 3.1 =80%	Output Statement: Grantee will address all self-advocacy mandates to support a minimum of 50 self-advocates, from around AZ, to be involved in coalition and leadership development.	Grantee reports: Pre/post surveys; questionnaire; meeting minutes or notes; individual interviews or focus groups.	Outcome Statement: The Council will support a statewide self-advocacy coalition led by persons with I/DD in developing the leadership and personal skills so they can live more self-determined lives.	

Objective 2: The Council will increase opportunities for participation by self-advocates, families, caregivers, and others who support them, through Council led funding of programs, that directly increase the skills, knowledge, and ability of self-advocates to lead more self-determined lives on issues that are important to them. (These are activities that are not directly tied to the SA mandate but are still self-advocacy projects.)

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of the project activity and next steps.
1	Support at least one initiative that expands Supported Decision Making (SDM) in AZ.			
1a	<ul style="list-style-type: none"> Council approved proposal by the The Arc of the U.S., dba The Arc of AZ 	\$80,000	Grant: The Arc of the U.S. dba The Arc of AZ awarded July 1, 2024, to June 30, 2025 Yr. 2 award letter. Determine if Yr. 3 will be considered	Add to 2025, as a possible step-down funding for Yr. 3. Jon wants this to go through the end of the five-year plan.
PMs: IFA 1.1=20 1.2=50 SC 1.4=50 SC 1.5=1	Output statement: Current SDM material will be reviewed and updated to support conducting 12 trainings statewide to six groups.	Grantee reports: survey's; interviews or focus groups; meeting minutes or notes	Outcome statement for activities 1-4 listed under Objective 2: The Council will support persons with I/DD, caregivers, and the community to ensure current and culturally relevant resources and information are available to help them make informed choices.	
2	The Council will fund at least one opportunity that helps self-advocates learn new information to remove barriers and have their own voices heard.			
2a	<ul style="list-style-type: none"> Council approved in June 2024, Conference Sponsorship Grantees: <p>List the grantees here</p>	\$XX	Grants: Various contracts to be in place July 1, 2024, to June 30, 2025	
PMs: IFA 1.1=50 1.2=75 SC 1.4=100 SC 1.5=1	Output statement: Three organizations will be funded under the Conference & Training Sponsorships grants so that persons with I/DD, family members, caregivers, professionals, and others may attend a training and learn new information.	Grantee reports: Surveys; questionnaire	n/a	PPR will report on the final summaries and PMs.

2b	<p>Continue annual Conference Sponsorship/Training RFGA: Revisit SOW –REVISE</p> <ul style="list-style-type: none"> • Release in spring 2024. • Total amount available 50k. • Amount per applicant can apply \$7,500. • Focus on key themes for events/trainings. • Events to be both online and in-person. 	\$50k	<p>Staff Lead: Marcy</p> <p>Note: New Scope of Work Amount available: \$50,000 Maximum per applicant: \$7,500 Priority of RFGA: First to release.</p>	<p>Released RFGA on February 2; applications are due March 7.</p> <p>May 1 update: 40 applications received. Evaluation committee met & is recommending 3 to the Council for consideration of an award. (\$22,500)</p> <p>Do not add in FFY 2025/2026 work plan. Discuss with committee.</p>
PMS: SC 1.5=1	<p>Output statement: In spring 2024, release grant solicitation to support Conferences and Trainings</p>	n/a	n/a	
3	<p>The Council will support students with I/DD and their caregivers to learn how to advocate for their rights within the education system.</p>	\$150,000	<p>IC contract: DRAZ for SEAP Year 3 Contract period: October 1, 2023, to September 30, 2024. Final year of funding</p>	<p>Received first & second quarterly reports. On track with SOW and implementation plan.</p>
PMS: IFA 1.1=85 1.2=85 SC 1.4=75 SC 1.5=1	<p>Output statement: SEAP will be funded for a third year to conduct 8 trainings and outreach to approximately 85 students with I/DD and their caregivers in need of basic or complex TA on their rights within the education system.</p>	Grantee reports: survey's; questionnaire	n/a	<p>Final year of SEAP. Report in PPR.</p>
4	<p>Research the barriers & challenges to participation by self-advocates in community life.</p> <ul style="list-style-type: none"> • Possible questions added to the Community Survey via Survey Monkey; OR • Possible activity to add by the self-advocacy grantee. 	Staff led	Staff Lead: Jason, Jon, Sarah	<p>For 2025: Use data from the survey to create internal changes and to share results with The Arc of Tempe (SA grantee)</p>
PMS: IFA 1.1=50 1.2=20	<p>Output statement: Add questions to Community Survey for FFY 23 & FFY 25 and for the SA grantee to address</p>	Information gathered by community survey.	n/a	

5	As a result of Council-led activity, increase the number of people with I/DD who speak at public policy venues.			
5a	<ul style="list-style-type: none"> On at least 5 occasions with government and the public, secure role for self-advocates to be involved in conversations about what policies affect their lives. Update/use tracking sheet. 	Staff led	Staff lead: Jason, Jon	Add to 2025/2026
PMs: IFA 1.1=5 SC 1.5=1	Output statement: The ADDPC will work with 5 self-advocates to assist them in advocating for their concerns on policy issues to speak to policymakers about.	Information gathered by surveys, interviews, or focus groups	Outcome statement: Self-advocates will learn new strategies to communicate their views and concerns, thus making policymakers aware of the impact of their decisions that affect the I/DD community.	
5b	<p>Research other Council's or organization's Speakers Bureau program to gain best idea on how the ADDPC can establish one.</p> <ul style="list-style-type: none"> Consider speakers to be self-advocates, Council members, other professionals in the disability community. Consider reimbursement processes; travel; other administrative costs and staff time to manage. Consider ADDPC to provide training & materials to develop and/or review. 	Staff led	<p>Staff Lead: Sarah, Jon</p> <p>FFY 24: Research the possibility of this activity.</p> <p>FFY 25: Project to be implemented.</p>	<p>Statewide- Arizona Achieve</p> <p>Add to 2025/2026</p>
PMs: SC 1.5=1	Output statement: Staff will analyze information from other organizations that have a speakers' bureau program	Information gathered: surveys, interviews, website review, and speaking to other organizations	Outcome statement: If created, the ADDPC will offer an opportunity for Council members and self-advocates to speak on a topic that they have experience in, thus sharing their story to others.	
6	Legal Options Manual to be updated.	\$30k	ISA to UA; subcontract work with Disability Rights AZ Contract period: Upon signature to December 31, 2024.	<p>Add to 2025.</p> <p>Do not report under conf. sponsorship.</p>

	<p>FFY 24: proposal received/approved. Work begins.</p> <p>FFY 25: updated LOM is completed by January 2025; English and Spanish, and plain language versions.</p>			Keep as separate activity.
PMs: SC 1.5	<p>Output Statement: The Legal Options Manual will be updated by DRAZ and Sonoran UCEDD for families, caregivers, professionals, and others to use.</p>	Updated legal information	Outcome statement: Users will have current information on Arizona's legal forms and SDM to use so that they can make the best-informed choice for their loved one with I/DD.	
	New Activity			
	New Output/Outcome			

Performance Measures listed in Verity, by Objective

Objective 1:

Objective 2:

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(PMs; Output and Outcome statements)

Goal #2 Meaningful Careers: By FFY 2026 the ADDPC will increase the career potential of people who have intellectual and developmental disabilities (I/DD) and link them with resources needed to achieve their career goals.

Objective 1: The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD, increasing their awareness of and access to the education and training (e.g., credentialing, professional developmental, life, job, and technical skills training) required for integrated, competitive, inclusive employment.

Number	Work Plan Activity	Budgeted	Staff or Grant / Other Notes	Update on Progress: Provide a summary of project activity and next steps.
PMs	Output statements	Evaluation Type	Outcome statements	
1	Create and disseminate a minimum of two plain language/easy to read information resource materials. Topics to be added later.	Staff led	Staff Lead: Michael	
PMs: SC.1.5=1	Output statement: A minimum of two plain language/easy to read resource materials will be created and widely shared.	Tracking sheet & evaluation sheet to be developed	Outcome statement: Individuals and families will be able to make informed decisions about post-secondary education and career opportunities.	
2	Review Raising Expectations Report and determine policy recommendations.	Staff led	Staff Lead: Michael	
PMs: SC 1.5=1	Output statement: One report is completed (FFY 23) and distributed to the Council for review and feedback on next steps for policy recommendations.	Meeting minutes. Surveys, possible grant reports	Outcome statement: Parents/caregivers, educators, employers, and other stakeholders will raise their expectations on the possibilities for post-secondary education and careers for students with I/DD.	
3	The Council will continue to support initiatives that students with I/DD will achieve success in Post-Secondary Education.	Staff led	Staff Lead: Michael Under contract By Karla K.	
PMs SC 1.1 =1	Output statement:	Tracking sheet; Interviews.	Outcome statement:	

SC 1.5=1	The Council will support two policy changes with the AZ. Dept. of Ed. to address 1) dual enrollment of students with I/DD and recognition of their IEP school plans, and 2) for ADE to address steps it can take to reduce the transition planning age from 16-14 years of age.	Focus groups; ECAPS; Post-School Outcome Survey	Students with I/DD are afforded the same opportunity to be dually enrolled in college courses and to have their IEP related services in place; and transition planning will begin at a younger age, leading to better personal and educational outcomes.	
4	Based on the report created by Karla Krivickas, the committee will advocate for legislative change to lower the age of transition planning to 14 (current age is 16).			
	Output statement for 3a: Council will support a policy change to address with the AZ Dept. of Education to take steps to reduce the transition planning age from 16 to 14 years of age.	ECAPS; Post-School Outcome Survey;	Outcome statement for 3a: Transition planning will begin at a younger age for students with I/DD that will lead to better personal, career and/or educational outcomes.	
5	Review Vocational Rehab. report and determine policy recommendations.	Staff led	Staff Lead: Michael	
PMs IFA 1.1=10 IFA1.2=20 SC 1.5=1	Output statement: One report is completed (FFY 23) and distributed to the Council for review and feedback on next steps for policy recommendations.	Meeting minutes; or grantee reports; strategic plans	Outcome statement: The Council will establish a plan of action to implement recommendations related to improvement of the VR system. The Council will advocate for policy changes for Voc. Rehab. to improve their services for transition age youth that will lead to better employment outcomes.	
6	Partner with transition specialists, schools, families/caregivers, RSK and other disability related organizations to promote resources that assist families with transition.	Costs: Printshop	Staff Lead: Michael	
PMs IFA 1.2=5 SC 1.5=1	Output statement: One toolkit will be created for families and distributed at transition fairs.	Surveys, interviews, focus groups with families, self-advocates, and transition specialists.	Outcome statement: A unique and accessible resource will be created for families to have the best information related to transition.	

7	New Activity: Explore expansion of Project SEARCH site in either urban or rural community.	Staff led Possible contract	Staff Lead: Michael	
	New Output/Outcome			

Objective 2: In collaboration with self-advocates, DD Network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.

Priority	Work Plan Activity	Budgeted	Staff or Grant / Other Notes	Update on Progress: Provide a summary of project activity and next steps.
PMs	Output statements	Evaluation type	Outcome statements	
4	Collaborate with AZ APSE Chapter to create a pilot plan that uses evidence-based national standards of practice and requires providers to demonstrate a basic level of competency in providing services for employment of persons with I/DD.	Staff led	Staff Lead: Michael	Michael: To be determined; discuss further.
PMs SC 1.5=1 SC 1.3.2=1	Output statement: AZ APSE Chapter will continue to take a leadership role in implementing standards of service.		Outcome statement: The Council will work with persons with I/DD and community partners to ensure they will know about integrated employment opportunities.	
2	Convene a roundtable to share recommendations with education leaders around expanding AZ Pathways to Post-Secondary Education for students with I/DD and develop an action plan based on those discussions (done in FFY23). The Council with the (roundtable) alliance will develop an action plan that will put forth recommendations on AZ Pathways to Post-Secondary Education. (action plan completed in FFY 24)	Staff led	Staff Lead: Michael Karla K.	Michael: To be determined; discuss further.

PMs SC 1.5	Output statement: One action plan will be created/ implemented.	Surveys, interviews with students and families	Outcome Statement: Barriers will be removed to allow a greater number of students with I/DD to participate in post-secondary education at Arizona colleges, universities, and career & technical training programs.	
3	Partner with the Sonoran UCEDD and agencies and stakeholders to support and promote Employment First.	Staff led	Staff Lead: Michael	
PMs SC 1.5=1	Output statement: The Council will decide on how to establish and sustain a state Employment First office. Will be reworded; by Michael.	Meeting minutes; notes	Outcome statement: Employment First strategies and practices are implemented statewide that lead to improved employment practices and benefits for students with I/DD.	
4	Support National Disability Employment Awareness Month campaign with community partners.	Staff led	Staff Lead: Michael	
PMs: SC 1.5 =1	Output statement: The Council will coordinate an awareness campaign with partners on NDEAM.	Meeting minutes; notes; website analytics; track resources developed/shared	Outcome statement: The disability and I/DD communities will receive information and resources on NDEAM.	
5	Partner with AZ APSE and others to develop policy that helps lead to successful employment outcomes and future legislation.	Staff led	Staff Lead: Michael	Michael: To be determined; discuss further.
PMs SC 1.1=1 SC 1.2=1 SC 1.5=1 SC 2.2=1 SC 2.1.2=1 SC 2.1.4=1 SC 1.3.2 or SC 1.3.4 (review	Output statement: A minimum of one policy or legislation will be proposed to support the successful employment of youth with I/DD.	Tracking sheet; surveys; questionnaire	Outcome statement: Legislation and/or other policies will be enacted that lead to better outcomes for students with I/DD.	

PMS with Michael				
	New Activity:			
	New Output/Outcome			

Objective 3: Annually, the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an ongoing dialogue beginning in early childhood.

Priority	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of project activity and next steps.
1	Collaborate with DB101 and Achieving a Better Life Experience (ABLE) programs to produce and disseminate information that addresses misconceptions about reduction in benefits for working adults with I/DD. Training locations/participants to be determined later.	Staff led	Staff Lead: Michael	
PMS: IFA 1.1=40 SC 1.4=40 SC 1.5=1	Output: Four trainings on ABLE are conducted, and ABLE materials are updated.	Tracking sheet Surveys; questionnaire	Outcome: Families and individuals with I/DD are more aware of the means to become financial independent.	
2	Partner with Employer Engagement Administration (Arizona@Work) and AZ Chamber of Commerce and Industry to develop an Employer Virtual Forum. Contacts: Danny Seiden, President/CEO, AZ Chamber of Commerce & Industry. Timothy Stump, Voc. Rehab. Employer Liaison, Employer Engagement Administration, Arizona@Work	Staff led	Staff Lead: Michael; Jon MOU agreement? Meeting notes for next steps	

PMS SC 1.5=1 SC 1.3.1=1 SC 1.4=75	Output statement: One virtual forum takes place (actual forum will be in the next FFY).	Surveys, Interviews, Focus groups	Outcome statement: Employers will be better informed regarding the benefits of hiring individuals with I/DD; and Individuals with I/DD will also be informed on the needs of employers when seeking employment.	
3	Ramp up webinar series by including national presenters for FFY 2024. Partners include DD Network, AZ APSE Chapter, Employment First and Voc. Rehab.	Staff led Possible Contract	Staff Lead: Michael Note: PMS recorded in previous PPR IFA 1.1= IFA 1.2= SC 1.4=	Note: Outside Consultant to be considered. Cost to exceed \$20K Discuss SOW and contract process.
PMS IFA 1.1=50 IFA 1.2=50 SC1.4=100 SC1.5=1	Output statement: Up to six online training sessions will be conducted in partnership with the DD Network and others.	Surveys; questionnaire; meeting minutes/notes	Outcome statement: Person with I/DD, families, caregivers, and other community partners will learn new information and skills to make better informed choices regarding employment and career opportunities.	
	New Activity:			
	New Output/Outcome			

Performance Measures listed in Verity by Objective

Objective 1:

Objective 2:

Objective 3:

DRAFT

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(PMs; Output & Outcome statements)

Goal #3 INCLUSION WITH ENGAGEMENT: By FFY 2026, the ADDPC will support communities and agencies across Arizona to increase inclusion and engagement of people of all ages and backgrounds who have intellectual and developmental (I/DD) disabilities.

Objective 1: In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of project activity and next steps.
1	<p>Strengthen at least three activities that expand agency and organizational best practices around language translation, linguistic accessibility, and the use of plain language/easy to read versions.</p> <p>Continue to work with disability partners to ensure key documents are translated into Diné. Potential to fund videos in FFY 2024.</p> <p>Also, staff is working with DES Refugee Resettlement, Sonoran UCEDD, and statewide partners to identify needs and create translations most needed by key audiences.</p>	Staff led. PO cost for translation	Staff Lead: Jon	Add to 2025
PMs SC 1.5=1	<p>Output Statement: The Council will develop a minimum of three accessible resources.</p>	<p>Evaluation: Tracking # of resources created and download/received. Add questions to Community Survey</p>	<p>Outcome Statement: Individuals with I/DD from various ethnic and/or linguistic communities will have increased knowledge of supports and services available to them.</p>	
2	<p>Work with organizations or groups on at least 12 different occasions to overcome barriers and/or ensure the needs of people with I/DD and their families are included in programming, services, and/or policies.</p>	No Funding (Staff led)	Staff Lead: Jon, Jason tracking sheet created	Add to 2025

	Staff to utilize tracking document for PPR reporting.			
PMs IFA 1.1=12 IFA 1.2=12 SC 1.5=1	Output Statement: Constituents calling for assistance will be provided information and resources to ensure persons with I/DD and families have resources they need.	Evaluation: Internal tracking #	Outcome Statement: Persons with I/DD and families/caregivers that contact the Council will receive current resources and information on the most appropriate services they can receive, who to contact, and how the system can support them.	
3	Sustain the Community Inclusion Index (“Data Hub”) that provides information on Arizona indicators of disability and usable information for community members and researchers related to the incidence of disability in Arizona. <ul style="list-style-type: none"> • Research other contractual arrangements to be in place with Dr. Alex Kurz • Third year funding/contract. Final contract period. 	\$20K Contract Pd: October 1, 2023 – September 30, 2024	Staff Lead: Jon, Marcy Need to discuss next steps with Alex sustainability. Possible extension: need to work through with Lani if feds approve federal funds NCE.	We need to either let contract end or do a NCE to January 30, 2025, for the last data drop.
PMs SC 1.5=1	Output Statement: The Council will support funding for the Data Hub to be maintained.	Evaluation: Data hub data; website analytics	Outcome Statement: New data will be added to the Data Hub to include expanded information from the state DD system.	
	New Activity			
	New Output/Outcome			

Objective 2: In coordination with state and local agencies, community collaborators, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD’s inclusion and engagement in rural and/or tribal communities.

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress:
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				Provide a summary of the project activity and next steps.
1	<p>Convene a working group in a rural area to identify opportunities for improvements in transportation and create a policy brief for dissemination to local leaders.</p> <ul style="list-style-type: none"> • FFY 24: Staff to create a policy brief on the barriers to transportation in N. Arizona. • FFY 24: Continue to meet with working group about transportation barriers in N. Arizona. • FFY 25: Disseminate the policy brief to policymakers. 	Staff led	Staff Lead: Jason	Add to 2025
PMs: SC 1.5	<p>Output Statement: One legislative policy brief will be created that will address the lack of funding for transportation services and other barriers to full inclusion by person with I/DD.</p>	Evaluation: Meeting minutes; notes	Outcome Statement: Funding from the state legislature will increase to support accessible, statewide transportation.	
1a	<p>Support the development of a pilot transportation project.</p> <ul style="list-style-type: none"> • One proposed project may be for training of public transportation providers such as Valley Metro (bus/light rail), Uber and Lyft, and Dial-a-Ride to better serve passengers with disabilities. • Identify partners who can provide the training such as Ability360, local fire departments, independent living centers and others. • FFY 25: The Council will support the implementation of the transportation project. 	TBD	<p>Staff Lead: Jason Note: May be potential funding/ New Grant. Amount available: \$</p>	<p>Most likely delayed until FFY25- Brief on transportation barriers to be completed first.</p> <p>Marcy emailed Jason transportation projects NY DD Council is doing for his review.</p> <p>Add to 2025</p>
PMs: SC 1.4=50 SC 1.5=1	<p>Output Statement: As a collaborative, a minimum of one training will be conducted.</p>	Evaluation: Pre/Post survey; questionnaire	Outcome Statement: Individuals with I/DD will be more confident on how to use public transportation and providers will	

			be more knowledgeable on how to serve individuals with I/DD.	
	New Activity			
	New Output/Outcome			

Objective 3: Annually, the Council will champion or support and disseminate at least three promising or best practice projects, and/or produce new information or data that promotes expanded inclusion and engagement of people with I/DD in their communities.

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of the project activity and next steps.
1	The Council will create and share new information and resources on topics that will educate stakeholders and promote inclusion for persons with I/DD, their families/caregivers and community providers.	Staff led	Note: updated in Verity for both FFY 24 and FFY 25	
1a	Create at least four videos on topics of interest to individuals with I/DD to promote engagement in their communities. Videos will be translated into Spanish. <ul style="list-style-type: none"> Each video will be translated into Spanish; will need purchase order to complete. Staff to identify new self-advocates to participate. 	Staff led. PO for translation Spanish-July PO for 4 videos	Staff Lead: Jason	Add to 2025 if data supports views on each video
PMs: IFA 1.1 = 4	Output Statement: Four videos will be created with Self-Advocates to address challenges and opportunities on various topics related to community inclusion of persons with I/DD.	Evaluation: Tracking sheet	Outcome Statement: Self-advocates will be given a voice to share their lived experiences.	
1b	Conduct a survey of members of the disability community to understand how well ADDPC is meeting community needs and to gather input on how to increase impact by recalibrating ADDPC efforts to align with member voice.	No Funding (Staff led)	Staff Lead: Sarah, Jon FFY 24: Release Community Survey and analyze the survey responses for Council next steps/recommendations.	02/02/24: No further progress on this. Project to be designed & implemented by Sarah. May 3: Sarah and Jon to meet.

	<ul style="list-style-type: none"> FFY 24: The Council will review and analyze the survey responses and develop program and policy recommendations. FFY 25: The Council will advocate for adoption of policy recommendations; and implement appropriate program recommendations internally (based on the community survey results & recommendations by the Council). 		FFY 25: Update activity based on what is accomplished in FFY 24.	Will not be added to 2025.
PMs SC 1.5=1	Output Statement: The Council will analyze the results of the FFY 23 Community Survey	Evaluation: Survey results	Outcome Statement: Information from the Community Survey will improve and guide the Council's work going forward.	
1c	Update and disseminate resources to support creation of an effective emergency operations plan for students K-12. Report completed by Kelly Carbello (done in FFY 22). The Council will raise awareness of new state requirements regarding emergency operations planning for local school districts.	Staff led	Staff Lead: Jon, Jason Sarah-materials/website?	Add to 2025: work out details about how to educate/communicate.
PMs SC 1.5=1 SC 1.3.2 =1 SC 2.2 =1 SC 2.1.4 =1 SC 1.4 = XX	Output Statement: The Council will raise awareness of new state requirements regarding emergency operations planning for local school districts. Possible training at IDEA conf.	Evaluation: Meeting minutes; shared resources	Outcome Statement: The AZ Department of Ed. and school districts will improve their emergency operations plans to consider the needs of students with I/DD	
1d	Support and expand programs to educate and support women with disabilities on pregnancy or parenting. Ensure accessibility with funded project. Note for FFY 25: List possible year 2 funding.	\$179K	Grant awarded; Contract period: July 1, 2024 – June 30, 2025 <ul style="list-style-type: none"> UA/ Sonoran UCEED NAU/ IHD ASU School of Social Work 	Add to 2025

<p>PMs: IFA 1.1=50 SC 1.5=1 SC 1.4=75 SC 1.3.2 =1 SC 2.2 =1 SC 2.1.4 =1</p>	<p>Output Statement: The Council will support three grantees to assist women with I/DD (and disabilities) on pregnancy information and parenting skills.</p> <ul style="list-style-type: none"> • UA/Sonoran CED • NAU/IHD • ASU School of Social Work 	<p>Evaluation: Grantee reports</p>	<p>Outcome Statement: Women with I/DD who are pregnant, wish to become pregnant, and/or already are mothers, will have the care and critical and relevant information to help them to make informed parenting decisions.</p>	
1e	<p>Discuss support for AzTAP/Technology Utilization Training for individuals with I/DD and their support networks.</p> <p>New Activity: For FFY 24/25: Per Council approval in September 2023, NAU/IHD will research gaps in AT technology for individuals with I/DD, that are 18-30 who are independent or want to be independent but need the right AT to live independently.</p>	\$50K	ISA Contract with NAU/IHD	<p>New funding to NAU – proposal is approved by the Council in FFY 24. In FFY 25 (keep language if there is a project to fund with NAU).</p> <p>Add to 2025</p>
<p>PMs: IFA 1.1=10 SC 1.5=1 SC 1.4=10+</p>	<p>Output Statement: Updated The Council will support a promising project to support SIP-C students obtain AT during their college experience, and to be trained on the proper usage</p>	<p>Evaluation: Grantee report</p>	<p>Outcome Statement: Updated SIP-C college students with I/DD that use an AT will be able to communicate their needs and achieve their college goals with AT support.</p>	
	New Activity			
	New Output/Outcome			

Performance Measures listed in Verity, by Objective

Objective 1:

Objective 2:

Objective 3:

DRAFT

ADDPC 2025 Annual Work Plan – Due to ACL August 15, 2024

(PMs; Output & Outcome Statements) Updated

Goal #4 SAFETY: By FFY 2026, the ADDPC will expose and reduce instances of abuse and neglect against individuals with intellectual and developmental disabilities (I/DD) of all ages while working toward a systemic focus on prevention.

Objective 1: In collaboration with self-advocates and key community stakeholders (e.g., state agencies, the legal/judicial system, law enforcement, domestic violence, schools, behavioral health, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response and prevention efforts.

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of the project activity and next steps.
1	Improve, expand and/or conduct at least two trainings and distribute materials focused on raising awareness of all types of abuse/neglect and risk factors, prevention of abuse/neglect, and effective response to abuse/neglect.			
1a	<ul style="list-style-type: none">Develop or support development of internet safety training for individuals with I/DD and their caregivers/support personnel. Training should specifically address grooming, boundaries, and safety in commonly used apps and sites. Also, should include ASL and other languages.Involve the AZ Sexual Violence & Disability Network and Grand Canyon Collaborative, potentially.FFY24: The ADDPC will meet with the Grand Canyon Collaborative to determine by whom and how internet safety training will be conducted.	\$100K-Multiple Awards	Staff Lead: Jon, Marcy Possible Grant	Add list of grantees and contract period for 2025

4b	<ul style="list-style-type: none"> Arizona Coalition to End Sexual & Domestic Violence training contract: October 1, 2023 – Sept. 30, 2024. 	\$35,000	Grant Contract will not be renewed.	<p>First & second quarterly reports received. Work is being done based on SOW and their implementation plan. Amendment approved for additional training in N. AZ and for Spanish interpreters.</p> <p>Do not carry over to FFY 2025</p>
<p>PMs: IFA 1.1 =20 IFA 1.2 =20</p>	<p>Output statement: A minimum of two training courses and resource materials will be developed for persons with I/DD.</p>	<p>Tracking methods for activities 1-6: Grantee reports; Tracking sheets; Website analytics; Meeting minutes; notes; Surveys; Questionnaire</p>	<p>Outcome statement: Adults and children with I/DD, family members/caregivers, service providers and other stakeholders, will be more knowledgeable and better able to effectively respond to the signs of abuse and neglect that affect the I/DD community.</p> <p>Note: Outcome statement supports activities 1-6.</p>	
1c	<p>NEW/UPDATED: Release new competitive grant solicitation to address recommendations for sexual abuse report (Sonoran CED).</p> <ul style="list-style-type: none"> Identify available funding. Develop scope of work and target groups for training, and data collection and reporting. Release in June 2024. 	TBD	<p>Grant</p> <p>Note: New Scope of Work - potential funding/ New Grant. Amount available: \$70k-\$75k Priority of RFGA: Release in June; Due in July; Review in July/August Council to award in Sept.</p>	Add list of grantees and contract period for 2025.
2	Ensure DDD members are informed of the resources that are available to them when they feel a threat to their safety.	Staff led	Staff Lead: Jon	Add to 2025
3	Identify and support at least one policy change to promote safety of people with I/DD.	Staff led	Staff Lead: Jon	Add to FFY 2025
4	In collaboration with the Vera Institute, ACDL, The Arc of AZ, ACESDV and other partners, implement the collaboration charter (est. 2022) to raise awareness of all types of abuse/neglect,	No Funding (Staff led)	Staff Lead: Jason	To continue in FFY25 & FFY26

	risk factors, prevention of abuse/neglect, and effective response methods. -			
5	<p>Promote a consistent statewide system for identifying individuals with I/DD held in jails and detention centers so they can receive necessary services and accommodations.</p> <p>5a. Finalize research to identify practices in place at County jails and detention centers to determine individuals with I/DD who are held in these 'systems' and to understand what I/DD-related services and accommodations are provided.</p> <p>5b. Develop and distribute a brief that explains practices in place at County jails and detention centers to identify individuals with I/DD who are held in these 'systems', describes what I/DD-related services and accommodations are provided, and offers policy recommendations to improve services and accommodations for detainees with I/DD.</p> <p>FFY 25/Updated Language: (goes with 1c) Brief to be analyzed by grantee that receives award from the sexual violence project; to determine what actions may be taken and/or policy proposals implemented by the criminal justice system related to the identification of and services for detainees with I/DD.</p> <p>Continue to ask how this work will continue. What does this look like? Who will be responsible? Based on results.</p>	Staff led	Staff Lead: Jason	<p>Finalize the brief on February 12, 2024, and send it over to Jon for final edits.</p> <p>Final edits to brief to be done by end of May.</p> <p>5b- Sarah, Jason, Jon- Distribute -Develop by June.</p>
6	<p>Engage law enforcement agencies and service providers in rural areas of the state to 1) identify trauma-informed resources that can support children with I/DD who have experienced sexual violence and 2) provide education and training, where necessary, on appropriate means of reducing re-traumatization.</p>	TBD	<p>Staff Lead: Jon, Jason- Sarah has contact at Child Help. Will need further rural contacts.</p> <p>For PPR: Report that this activity was added to new SOW for grantee to conduct.</p>	<p>Criminal justice workgroup – continue to disseminate one pagers meeting with the group on February 22 to come up with other ideas</p> <p>Jon to hold meeting on how activity can be met.</p>

				<p>Marcy: add this to new SOW (1e)</p> <p>Delete for FFY 2025</p>
	New Activity			
	New Output/Outcome			

Objective 2: By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, policy or practice that strengthens trauma informed approaches or improves behavioral health access and delivery to individuals with I/DD.

Priority	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of the project activity and next steps.
1	Collaborate with stakeholders statewide to improve crisis response for individuals with I/DD.	Staff led	Staff Lead: Jon, Marcy	
1a	Promote preparation and availability of more I/DD trained trauma-informed providers through support for education programs targeting healthcare, behavioral health, and service provider pre-professionals and professionals. <ul style="list-style-type: none"> Trauma Informed Training 	\$50K	Grant Note: New Scope of Work - potential funding/ New Grant. Amount available: \$50K SOW-Draft needs to be done by June, release in the summer.	Notes by Jon: DDD is also working on this issue; may not issue new RFGA. Jon/Marcy: Set up meeting with ACESDV and Bloom 365. Will need to determine if this activity will carry over to FFY 2025.
1b	Support first responders in growing their knowledge and skills to work with individuals and I/DD who are experiencing crisis by promoting best practices for investigation, response, and reporting. <ul style="list-style-type: none"> Crisis and Behavioral Health Training 	\$50K	Note: New Scope of Work - potential funding/ New Grant. Amount available: \$50K SOW-Draft needs to be done by June, release in the summer.	Are we developing a SOW? Jon/Marcy: Set up meeting with CJ L. with AHCCCS Will need to determine if this activity will carry over to FFY 2025.
4e	NEW ACTIVITY / POST ACL APPROVAL	\$60K	Vendor on state contract — Noble Predictive Insights.	Survey results due end of January. 178 responses,

	Behavioral Health/Crisis Response Statewide Survey This activity will happen first prior to 1b will be done. Information from the survey will help develop the new projects or policy changes.		Scope of work reviewed/approved by Jon, Melissa; issued in December 2023.	analysis will be completed by February 12, 2024 Project complete; report received.
PMS: SC 1.3.2 =1 SC 1.4 =75 SC 1.5 =1 SC 2.1 =1 SC 2.1.3 =1	Output statement: The Council will work to expand the number of trauma-informed providers statewide and will educate first responders on how to work with persons with I/DD.	Tracking methods: Grantee reports; Survey's; questionnaire. Meeting minutes.	Outcome statement: A greater number of professionals will be equipped with appropriate knowledge and expertise of trauma-informed care to support persons with I/DD.	
	New Activity			
	New Output/Outcome			

Performance Measures listed in Verity, by Objective:

Objective 1:

Objective 2:

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ADDPC 2025 Annual Work Plan – DUE to ACL August 15, 2024

(PMs; Output and Outcome statements)

Goal #5 SYSTEM ACCESS & NAVIGATION: By FFY 2026, the ADDPC will enhance, strengthen, and increase access to accurate and user-friendly information and the services needed for people with intellectual and developmental disabilities (I/DD) to lead more self-determined lives.

Objective 1: Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18 - 22, and 50 through end of life).

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of the project activity and next steps.
1	Develop and expand access to timely information on navigating and utilizing the DD service system through conferences, webinars, town halls, and/or partnerships at least four times per year.	Staff led	Staff lead: Jon, Sarah, Jason-Website & Socials	Add to 2025
PMs: SC 1.5=1	Output Statement: The Council will participate in 4 community events focused on un/underserved communities.	Evaluation: Tracking sheet for # of attendees; signup sheets) Satisfaction survey	Outcome Statement: Persons with I/DD from un/underserved communities will have increased access to timely information.	
2	Develop an implementation plan for continuing the distribution and evaluation of, and providing updates to, the “How-To Guide”, a resource for navigating Arizona’s service system for families and persons with I/DD moving to AZ from out of state.	Staff led	Staff Lead: Sarah	Update for 2025
PMs: SC 1.5=1	Output Statement: The Council will develop and finalize an online guide to make publicly available.	Evaluation: Meeting minutes. Tracking website usage	Outcome Statement: Persons with I/DD will have greater access to information related to services and supports	

			based on different transition stages.	
3	<p>Research gaps in resources, services, and supports for the 50+ and elder populations with I/DD.</p> <ul style="list-style-type: none"> • Recommendations on policy change will be part of the project. • Jon to revisit language on next steps. 	Staff led.	Staff Lead: Jon Committee will review the PHWF final report (due Dec. 2023) and make recommendations.	Update for 2025
PMs: SC 1.5=1	Output Statement: Same as Activity #2	Evaluation: Meeting minutes; tracking website usage	Outcome Statement: The 50+ and elder populations with I/DD will have greater access to information related to services and supports based on different transition stages.	
4	<p>Develop policy recommendation(s) from the research on elder care (based on RCBH research report) Partner with state systems and nongovernmental organizations that provide information and supports to the 50+ and elder populations with I/DD.</p> <ul style="list-style-type: none"> • May have to move in FFY 25 or later. 	Staff led.	Staff Lead: Jon	Update for 2025
PMs: SC 1.5=1	Output Statement: The Council will analyze the results of the public health workforce grant (Covid \$\$) and develop policy recommendations (note: will address in Spring 2024)	Evaluation: Report	Outcome Statement: Services supporting 50+ and elder populations with I/DD and caregivers will be improved.	
	New Activity			
	New Output/Outcome			

Objective 2: Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g., Spanish speaking, Native American, refugee, rural).

Priority	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress:
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				Provide a summary of the project activity and next steps.
1	Develop program and policy recommendations from the research report on Refugees with Disabilities (Research complete).	Staff led	Staff Lead: Michael, Jon	Develop action plan based on recommendations. Presentation to Full Council April 19 th May Update: Report is done. Cultural literacy/CoP will review the report on policy recommendations. The CoP will communicate any policy recommendations to the Council. (Jon & Michael are part of the CoP) Add to 2025
PMs: SC 1.5=1	Output Statement: One report will be shared with the Council to determine policy recommendations.	Evaluation: Report Tracking policy changes; meeting minutes or notes	Outcome Statement: Services supporting refugees with I/DD and caregivers will be improved.	
2	Continue to collaborate with key partners to expand health access and health equity for the I/DD community, especially in un/underserved areas.	Staff led	Staff Lead: Jon	Add to 2025
PMs: SC 1.5=1	Output Statement: The Council will provide expertise to multiple partners focusing on health equity for people with I/DD	Evaluation: Meeting minutes or notes	Outcome Statement: Persons with I/DD will have access to better and more accessible healthcare statewide.	
	New Activity			
	New Output/Outcome			

Objective 3 Targeted Disparity: By 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.

Additional Note: This statement has been approved by ACL, September 2022, and supported by Wendy Parent-Johnson

Targeted disparity: A sub-population of people who are vulnerable to unequal treatment in housing, health, education, employment, etc. By request from the Administration for Community Living that we identify a targeted disparity, the Council has identified tribal communities with disabilities as our targeted disparity. By doing so, we leverage strategies to overcome some these disparities. The identification of tribal communities is based on data, public input, and persistent gaps in opportunity facing this population that the Council has encountered over the years.

Priority	Work Plan Activity	Budgeted	Staff or Grant Other Notes:	Update on Progress: Provide a summary of the project activity and next steps.
1	The Council will support the UA's Sonoran UCEDD Native Disability Center, through 2026, to address the gaps in resources, services and supports within Arizona's 22 Tribal Nations, with an emphasis on increasing meaningful employment opportunities for transition age youth with I/DD from the Navajo Nation.	\$120,000 Multi-year funding, with step down funding to be discussed	Grant Notes: Year 4 ISA in place: Oct. 2024 - 9/30/25 with UA Sonoran UCEDD. Continue to address & fund in FFY 25 and FFY 26.	Add to 2025/2026 Any step down funding?
PMS: IFA 1.1=25 IFA 1.2=50 SC 1.3.4=1 SC 1.3=1 SC 1.4=300 SC 1.5=1 SC 2.2=1 SC 2.1.4=1	Output Statement: One tribal initiative that respects the relevant history, language, and culture will be supported, focusing on the targeted disparity population.	Evaluation: Grantee report	Outcome Statement: The Council will support persons with I/DD among Arizona's 22 Tribal Nations with culturally competent resources, information, and training that address their needs; Navajo youth with I/DD will have improved opportunities for employment and careers.	

Performance Measures listed in Verity, per Objective

Objective 1:

Objective 2:

Objective 3: