
ADDPC PROPOSED GOALS AND OBJECTIVES

The Arizona Developmental Disabilities Planning Council (ADDPC/the Council) is on a mission to support capacity building and systemic change to increase inclusion and involvement of people with developmental disabilities in their communities through the promotion of self-determination and dignity in all aspects of life. Our five-year strategic plan guides our efforts to these ends by outlining specific outcomes (goals) we hope to achieve and the work we believe it will take to get there (objectives).

SELF-DETERMINATION: 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 A: Annually, the Council will support or collaborate on at least three initiatives or policies that remove barriers and/or facilitate the ability of self-advocates to have their voices heard and acted upon, so that they are able to express themselves, make decisions for themselves, and live more self-determined lives.

- **Sonoran UCEDD-Transition in Action Clinic Yr. 2 4/1/21-3/31/22 with potential of year 3 funding \$120,000***
- **ACDL-SEAP- 3/1/21-2/28/22-\$200k- not to be renewed under sole source***
 - ASU-SPED PB- Year 3 8/1/21-7/31/22 \$60,000

OBJECTIVE B: By FFY 2026, the Council will expand Council-supported opportunities for families and other support persons to help self-advocates lead more self-determined lives.

- **Family training***
 - Effective advocacy in general
 - Culturally relevant training related to possibilities and expectations of and for people with I/DD
 - Rights and responsibilities in schools
 - Legal Advocacy- TBD- \$100K
- **Supported Decision-Making***
 - Advocate for
 - Raise awareness of, especially in underrepresented communities
 - Train members of the medical community

OBJECTIVE C: By FFY 2026, the Council will increase participation of persons with I/DD in cross-disability, culturally diverse leadership coalitions and groups that address issues of importance to people with I/DD.

- **Increase awareness of opportunities to serve on disability focused boards and groups***
 - SWI-Self-Advocacy Coalition Building- Year 2 to start 10/1/21-9/30/22
\$84,100
- **Advocate for inclusion of people with I/DD in all conversations related to supporting them (e.g. legislative discussions, City Council decisions, ADOT, etc.).**
- **Advocate that all inclusion, equity, and social justice conversations in Arizona are expanded to address individuals with disabilities.**
- **Advocate for and support participation in local and state government structures (e.g. City Council meetings).**
 - Outreach to increase awareness of opportunities to participate
 - Mentor/Model engaging in defined processes (e.g. call to the public processes)
 - Advocate for increased involvement in discussions and decision-making
 - Train self-advocates (leadership development)
 - Support application processes

MEANINGFUL CAREERS: 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 A: By FFY 2026, 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 development, life, job, and technical skills trainings) required for integrated, competitive, inclusive employment.

- **School staff training***
 - Partner with ADE to ensure that schools and school staff are aware of their rights and responsibilities related to family engagement and accessibility
 - Promote expanded use of ABLE accounts

- **Raise awareness of career opportunities as early as possible.***
 - Partner with schools/districts to raise awareness of career opportunities.
 - Create materials for distribution in schools and to families that promote participation in career and technical education.
 - Collaborate and complete one Summit/Town Hall with stakeholders, business leaders, agency staff, parents of youth, and youth with I/DD that will promote career exploration activities among young adults with I/DD.

- **Create grants to expand inclusive practices in colleges to support students with I/DD to achieve success in post-secondary education.***
 - Participate in a demonstration project with a post-secondary institution that would provide programs for transition aged youth with I/DD and other disabilities in Arizona to help them succeed (IHD's Supporting Inclusive Practices in Colleges – Year 3 renewal). (Carry over that requires funding estimated at \$125,000)

- **Advocate for streamlining and improving access to vocational rehabilitation.**
 - Collaborate with ADE/ESS and VR on a pilot project to develop a mechanism to ensure all high school IEP and 504 plans include a VR referral. Create a method to track and evaluate if it leads to improved PSE and employment outcomes. (This was Tim Stump's recommendation) (May require training, materials, and development of a database, estimated \$10,000 - \$15,000)
 - Collaborate with VR on a pilot project to review existing school-to-work programs and other Pre-ETS services to determine how VR can expand opportunities for youth to participate.

- Advocate for more specialized vocational rehabilitation counselors in local field offices (e.g., counselors qualified to work with individuals with hearing and/or visual impairments).
 - Support information sharing and training that builds families' awareness of eligibility criteria for and purpose of vocational rehabilitation.
- **Advocate for increases in training and support for “soft” job skills in vocational rehabilitation and school-based programs.**
 - Work with ADE and/or schools to offer more experiential (v. observational) fieldtrips (e.g., using Uber or rideshare services, buying groceries, etc.).
 - **Support coordination of VR, DDD, and behavioral health to increase support for folks with dual diagnoses in obtaining and retaining integrated, inclusive, competitive employment.**

OBJECTIVE B: By FFY 2026, 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.

- **Work with specific employment coalitions and/or key community members to increase supportive work placements.***
 - Collaborate with coalition of Employment First stakeholders to establish annual goals for increasing employment and collect information on the number of new employment placements across all partners.
 - Develop pilot project using evidence-based national standards of practice and require providers to demonstrate a basic level of competency standards for employment in the community. (Requires funding estimated \$25,000 - \$30,000)
 - Sonoran UCEDD-Job Developer/Coach Training-Year 2- 1/1/21-12/31/21- \$74,500 - teaches job coaches how to help people with significant disabilities get jobs through customized employment
- **Partner with employers to offer training on accessibility and inclusion.***
- **Expand employer’s awareness of the mutual benefit of hiring people with I/DD.***

- Push information to businesses, potentially through IOC or PRC, about the mutual benefit and opportunities to hire individuals with I/DD.
 - Coordinate communication and awareness efforts with key civic organizations such as Chambers of Commerce and other local organization to reach businesses.
 - Conduct an annual survey of businesses to understand what they know about creating inclusive workplaces, the barriers they face, misconceptions they hold, and how they best consume information to develop ongoing strategies related to expanding career opportunities for people with I/DD (consider partnering with Phoenix College and/or City of Phoenix who run an annual business survey already as a starting point).
- **Provide grants to support expanding technical skills for working-aged adults (e.g. computer skills, cash register skills, etc.).***
 - NAU/IHD- Technology Enabled Employment 7/1/21-6/30/22-\$50K- no renewal
 - **Promote self-employment among individuals with I/DD.**

OBJECTIVE C: 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.

- **Work with families, caregivers, and others to raise the expectation and awareness related to the career potential of people with I/DD as early as possible.**
 - Collaborate with agencies and stakeholders to create plain language fact sheets, infographics, 1-2 page transition and employment resources.
 - Provide family training related to how family and caregivers can support the development of “soft” job skills to support their loved one in seeking integrated, competitive employment.
 - Conduct trainings with and for members of refugee communities to address cultural differences in career access and expectations.
 - Fund grants focused on preschool to support career conversation within programs that serve young children with I/DD.
 - Produce and disseminate information that addresses misconceptions about reduction in benefits for working adults with I/DD, including ABLE accounts.
- **Communicate the positive impact of competitive, integrated employment, focusing on individuals with I/DD and their families/support systems as the audience.**

- Collaborate with stakeholders and show how employment resources for people with disabilities are contributing to Arizona’s economy.
- Share stories about individuals with disabilities who have obtained competitive integrated employment, specifically addressing the resources they used to support them.

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INCLUSION WITH ENGAGEMENT: Support communities and agencies across Arizona to include and engage people of all ages and backgrounds who have intellectual and developmental (I/DD) disabilities.

OBJECTIVE A: By FFY 2026, 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, policies, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.

- **Advocate for stronger policies related to translation (languages other than English and plain language).***
 - Policies related to translation for languages other than English
 - Policies related to use of plain language
 - Changes to the state procurement process/policies that would (1) allow organizations to work with language translation services based on qualifications and client satisfaction, even if they are higher cost, and (2) increase the number of plain language vendors.
 - Policies related to training for translators and organizations on effective interpretation services
 - Increase partner awareness of the need for key DDD documents to be translated into Diné.

- **Expand best practices in language accessibility.***
 - Develop and share best practice documentation on linguistic accessibility.
 - Advocate that assistive technology provided through school districts not be returned over the summer but remains with members for ongoing use.
 - Fund/Support/Develop training to increase institutional awareness of their responsibilities to provide language translation.
 - Continue meetings with CLC & Refugee Resettlement.

- **Create plain language, topical fact sheets and empowerment tools/one-pagers that are on the website for members, providers, etc. to use and share that address issues of importance to the community (e.g. accessing transportation, hiring, etc.).**

- **Increase access to VR services to culturally diverse populations.**

- Advocate for changes to service applications, specifically vocational rehabilitation, to be limited to minimally required information, repositioning the requirement for address and SSN disclosure.
 - Advocate for local and state level services to be administered in accordance with federal law (e.g. ensure that applications that do not include a SSN are not left sitting in a local office).
 - Collaborate with key stakeholders to address misconceptions related to eligibility for children and parent/caregiver/guardian citizenship status.
 - Advocate for changes to vocational rehabilitation counselors' performance evaluations to rely less heavily on members achieving Status 26 and more heavily on members achieving Status 06.
- **Develop a recommended/vetted provider list for translation services.***
 - Translation Services- Various POs- June- July \$50K

OBJECTIVE B: By FFY 2026, 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.

- **Convene a working group in rural areas to identify opportunities for improvements in transportation.**
- **Advocate for modifications to existing transportation infrastructure and services to better meet the needs of people with I/DD.**
 - Work with state and local stakeholders to expand existing transportation resources focused on the elderly to include individuals with I/DD.
 - Work with state agencies, AHCCCS, and advocates to change DDD transportation policies to include caregivers and children.

OBJECTIVE C: Annually, the Council will champion or support and disseminate at least five 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.

- **Advocate and fund grants to expand and promote adaptive recreation.***
 - Finalizing NAU/IHD- Adaptive Rec- 12/1/20-11/30/21
 - City of Nogales- Adaptive rec
- **Create videos and fact sheets on topics of interest to individuals with I/DD***
 - Sonoran UCEDD-Healthcare Decision Videos- 7/1/21-6/30/22 \$50K- no renewal

- **Fund grants to build/expand/support programs to educate and support women with disabilities on pregnancy or parenting.**
- **Conduct an annual survey of members of the disability community to understand how well ADDPC is doing and to gather input on how to increase impact by recalibrating their efforts to align with member voice.**
- **Fund training for community activity leaders (e.g. Boy Scouts, etc.) to develop their knowledge and skills related to inclusion.**
- **Fund/Develop/Support technology utilization training for individuals with I/DD and their support networks.**
 - Best practices in accessibility and inclusion for virtual meetings training

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

- **Improve and expand trainings and other materials focused on raising awareness of all types of abuse/neglect and risk factors, prevention of abuse/neglect, and effective response to abuse/neglect.***
 - Standardized mandatory reporter trainings
 - Parent reporting trainings
 - Abuse awareness, reporting, safety training for self-advocates and persons with I/DD
 - Develop and/or promote internet safety training for individuals with I/DD and their caregivers/support people. Training should specifically address grooming, boundaries, and safety in commonly used apps and sites.
 - Support training for law enforcement around how to work with folks who have I/DD and for folks with I/DD around the role of law enforcement and how to interact with them.
 - New RFGA to be approved- The Arc – TBD (July-June) \$90K possibility of year 2 at \$45K

OBJECTIVE B: Annually, the Council will champion and support, at least two initiatives that increase access to or utilization of research-based best practices and trainings that promote safety of individuals with I/DD.

- **Expand the work of the sexual abuse prevention collaborative.***
- **Publish/Produce/Promote research-based trainings for prevention of abuse that day treatment, residential, and other providers as well as families and individuals with I/DD can access.***
- **Fund grants to support ACES training, especially in rural communities.***
- **Expand safety and prevention work at the Southern border.**
 - Sex abuse prevention and response training at the Southern border
 - Address issues facing families and children with I/DD at the Southern border, specifically unaccompanied minors.

- **Fund grants to offer self-defense training for individuals with I/DD.**

OBJECTIVE C: 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.

- **Promote trauma informed providers.***
- **Support providers and first responders in growing their knowledge and skills to work with individuals with I/DD.**
 - Assist police departments and providers responding to abuse in rural communities to connect them with the funding to provide stuffed animals, etc. to children as means of making the experience less frightening and providing care and connection.
 - Connect with local PDs and FACs that have crisis response units to ensure they are prepared to support individuals with I/DD.
 - Promote best practices for investigation of, response to, and reporting abuse/neglect.
 - Partner with the University of Arizona Medical School to support and expand their work related to training medical students in trauma informed care and to potentially expand medical student rotations to include mobile units in rural communities.
 - Work with state agencies to augment the “placement packet” for resource parents supporting a person with I/DD. Consider including specific information about special needs, such as case managers, the role DDD, etc., and information about getting assistance with respite care, specialized medical/care equipment and supplies, and connecting to services.
- **Support employers with understanding how to effectively manage behaviors in the workplace (address Article 9 separately)**

SYSTEM ACCESS & NAVIGATION: Enhance, strengthen, and expand 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 A: 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 3, 6, 18, 22, 50, 65, 75+, and end of life).

- **Expand access to information by developing or augmenting communication strategies and partnerships.***
 - Develop or collaborate on an Eblast or newsletter for the DDD Support Coordinators and nursing service providers to ensure they have current info in one place to share with families.
 - Engage in rural community festivals to share information and be available to connect with individuals and families.
 - Work with cultural brokers in the community to develop and disseminate information to members of the Spanish speaking community related to service eligibility and service provision including community-based service agencies.
 - Develop/Support a parent support line that is staffed by parents of children with disabilities to provide mentorship and support for parents.
 - New communications PO to replace On Advertising-TBD
 - Sonoran UCEDD-Transition in Action Clinic Yr. 2 4/1/21-3/31/22 with potential of year 3 funding \$120,000
- **Develop an information & resource hub that addresses key information related to transitions.**
- **Convene individuals with I/DD and their families/support networks to understand their lived experiences and develop fact sheets and transition resource guides that address key information for each transition point.**
- **Expand the transition conversation to include new diagnosis, new state residency, and refugee resettlement as recognized transitions.**
 - Advocate for additional support for refugees in the process of resettling who have an identified intellectual or developmental need.
 - Develop a “how to guide” for navigating Arizona’s service system for families and individuals moving to Arizona from out of state.

OBJECTIVE B: 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).

- **Develop an information & resource hub that specifically addresses underrepresented communities.**
- **Expand access to needed services in rural and tribal communities.**
 - Advocate for the expansion of mobile clinics for screenings, diagnosis and referral to local services for children with special healthcare needs (Utah example funded under Dept. of Health with support through philanthropy).
 - Advocate for medical students to complete clinical rotations on a mobile unit in underserved communities to enhance the use of existing mobile units that are not being used due to lack of providers to staff them (i.e. Summit mobile clinic).
 - Advocate for inter-state agreements that would allow AHCCCS to be utilized in neighboring states (e.g., St. George, UT).
 - Support providers in becoming ACHHHS eligible through info sessions and workshops.
 - Advocate for inter-state reciprocity for professional licensure, especially in hard to fill positions like developmental pediatrics and neuropsychologists.
 - Work with U of A Center for Rural Health to address mobile clinics, provider shortages, and other broad reaching issues to support collaboration and connection to enhance advocacy and funding.
- **Partner with community organizations working to advance equity for members of the Spanish speaking community to ensure that the interests and needs of individuals with I/DD who are also Spanish speaking are represented and addressed in their efforts.**
- **Coordinate an analysis of the current system from the perspective of a refugee to identify gaps and areas for improvement.**
- **Advocate for funding to support systemic CQI projects that increase access to refugees.**
- **Advocate for a 'no wrong door' policy when seeking services in AZ.**

OBJECTIVE C: By FFY 2026, the Council will champion and support at least two initiatives designed to increase Native Americans with I/DD's and their families' access to the information and support needed to fully participate in all aspects of community life.

- **Autism Play project on tribal lands expiring in 2021**
- **Fund Native Center for Disabilities**
- **Fund grants to support connectivity (e.g., broadband, hotspots, etc.) in Tribal Nations.**
 - Develop/Champion/Disseminate training related to technology utilization.
- **Advocate for differentiation within and of public health measures to ensure that they are culturally attuned and inclusive of what works for different populations and Tribal Nations, allowing community members voice via a participatory process.**
- **Partner with others to advocate for the establishment of a local day program on tribal land.**

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