

Arizona Developmental Disabilities Planning Council
Annual Planning Retreat
“Into the Future”
Friday, February 26, 2016, 8:30 a.m. – 3:30 p.m.
Doubletree-Hilton, 2100 South Priest Drive, Tempe, AZ 85282

MEETING NOTES

Welcome and Introductions

Ray Morris, Council Chairperson, and Larry Clausen, Executive Director, welcomed participants. Those present introduced themselves by stating their name, affiliation, and length of time on the Council.

Desired Results for Today’s Retreat/Review of Agenda/Items of Respect

B. J. Tatro, Facilitator, reviewed the desired result for today’s retreat, the agenda, and items of respect. The desired result for the retreat was to approve the draft 2017-2021 State Plan. After a review of the day’s agenda, participants considered the items of respect that had been used at last year’s retreat and agreed to abide by the same guidelines this year.

Overview of the 2016 Comprehensive Review and Analysis

Erica McFadden and David Daugherty (ASU Morrison Institute for Public Policy) provided an overview of the Comprehensive Review and Analysis (CRA) for Arizona, focusing on those elements of the CRA that informed the drafting of the State Plan goals and objectives—Inclusion, Employment, and Self-Advocacy/Self-Determination. See their slides for more information.

Goal Area: Employment

Successful Efforts

Nicholas Love presented on the Work Incentive Information Network (WIIN) as an example of a successful effort that we can build on and learn from. WIIN provides technical assistance and support for a systems change that will increase the Arizona employment rate of individuals who have disabilities. See Nicholas’s handout for more information.

Draft Goal, Objectives, and Activities

B. J. Tatro reviewed the draft goal, objectives, and possible activities related to Employment that had been prepared by the State Plan Work Group. The draft goal is: *Increase awareness of the employment potential of people who have developmental disabilities; link them to resources needed to achieve their employment potential; and foster job creation, hiring, retention, promotion, and self-employment.* Objectives are listed below. See the Goal Worksheet for key activities. Output and outcome measures will be added once goals, objectives, and key activities have been finalized.

What Can the Council Do, Fund, and/or Support

Council members worked in small groups to address the question: *What can the Council do, fund, and/or support to achieve this goal in the next five years?* They then shared some of their best ideas. A full transcript of the small group flip chart notes has been prepared. Ideas presented to the full group included the following:

Objective 1: *Increase awareness of the employment potential of people who have developmental disabilities among individuals themselves, their families, employers, a wide variety of professionals who provide support, and the public.*

- Support Employment First activities.
- Provide education to a wide variety of stakeholders.
- Build on successful programs such as WIIN and Untapped AZ.
- Market success stories.
- Build peer mentorship programs for various stakeholder groups.
- Work with and through local community champions.

Objective 2: *Promote/support the acquisition of job readiness and technical skills that people who have developmental disabilities require for competitive, integrated employment and/or self-employment (consistent with informed choice) by working with individuals from an early age, their families, and those who provide education/support to them.*

- Support Employment First activities.
- Provide education to a wide variety of stakeholders.
- Support expansion of self-employment through a variety of means.
- Focus on acquisition of soft/social skills, as well as technical skills.

Objective 3: *Foster job creation, hiring, retention, promotion, and self-employment.*

- Support Employment First activities.
- Continue to support successful programs.
- Work with and through human resources personnel.
- Support expansion of self-employment through a variety of means.

Recognition

Larry Clausen recognized Joyce Millard Hoie, an outgoing Council member, for her many years of service to the Council and the work that she does every day to support people with disabilities and their families.

Goal Area: Self-Advocacy/Self-Determination

Successful Efforts

Marcy Crane and Larry Clausen presented on Pilot Parents of Southern Arizona's Leadership Education Advocacy Partnership (LEAP) and AZ Partners in Leadership (AZPIL) as examples of successful efforts that we can build on and learn from. LEAP provides financial support for self-advocates and guardians of children and adults who have developmental disabilities to participate in conferences, workshops, and other training opportunities that will increase knowledge and ability to become effective self-advocates.

AZPIL seeks to enhance the leadership capacity of self-advocates and family members and increase their involvement in civic and leadership activities through the provision of information and training.

Draft Goal, Objectives, and Activities

B. J. Tatro reviewed the draft goal, objectives, and possible activities related to Self-Advocacy/Self-Determination that had been prepared by the State Plan Work Group. The draft goal is: *Establish, strengthen, and expand self-advocacy activities so people who have developmental disabilities will become empowered to be self-determined.* Objectives are listed below. See the Goal Worksheet for key activities. Output and outcome measures will be added once goals, objectives, and key activities have been finalized.

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Objective 1: *Support opportunities for people who have developmental disabilities to prepare and support their peers who wish to promote the positive perception and inclusion of people who have developmental disabilities, particularly those from unserved/underserved populations.*

- Provide training led by people with disabilities for their peers.
- Provide curricula and provide training at graduated levels.
- Provide ongoing peer support for leaders.

Objective 2: *Support and expand participation of people who have developmental disabilities in cross-disability, culturally diverse leadership coalitions and groups that address issues of importance to people who have developmental disabilities.*

- Identify key organizations, boards, commissions, work groups, etc.
- Identify people with developmental disabilities who are would like to serve and determine their interests.
- Develop a process for matching opportunities with individual interests.
- Provide for leadership skill assessment and training.
- Create a leadership institute.

Objective 3: *Establish and promote the success of a collaborative, culturally competent self-advocacy coalition that is led by individuals who have developmental disabilities and that includes representatives of unserved/underserved populations, by providing funding, technical assistance, and supports.*

- Learn from the successes of other disability and non-disability peer-led coalitions inside and outside of Arizona.
- Identify a fiscal agent.
- Bring together existing groups statewide.

Goal Area: Inclusion

Successful Efforts

Cindy Vargo presented on the Alzheimer's Association Desert Southwest Chapter's CarePRO Program as an example of a successful effort that we can build on and learn from. CarePRO provides education and support to family caregivers who support individuals with Alzheimer's disease or related dementia and Down Syndrome.

Draft Goal, Objectives, and Activities

B. J. Tatro reviewed the draft goal, objectives, and possible activities related to Inclusion that had been prepared by the State Plan Work Group. The draft goal is: *Motivate communities to include people of all ages who have developmental disabilities in all aspects of community life.* Objectives are listed below. See the Goal Worksheet for key activities. Output and outcome measures will be added once goals, objectives, and key activities have been finalized.

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Objective 1: *Build communities of support for people of all ages who have developmental disabilities, especially those who are unserved/underserved.*

Objective 2: *Identify and address barriers to inclusion for people of all ages who have developmental disabilities, especially those who are unserved/underserved.*

- Allay fears about those who are "different."
- Work with municipalities/towns.
- Provide education for first responders.
- Provide community education.
- Provide family education.
- Build inclusion into State contracts.
- Work with specific communities, such as the LGBT community.
- Learn from those in other areas, e.g., civil rights movement.
- Have the Council serve as a hub on information on inclusion.
- Expand Positive Behavioral Intervention and Supports (PBIS) to communities and homes.

Reflection on the Retreat

Members were asked to complete a reflection on the retreat. Results were very positive. People were pleased that the draft State Plan goals and objectives were approved, valued the interaction and particularly the small group discussions, and felt that the day was both productive and enjoyable.

Next Steps

Meeting notes will be prepared and shared. The draft State Plan will move forward to the community input stage. Community forums will be held around the state.