

**Arizona Developmental Disabilities Planning Council**  
**Annual Planning Retreat**  
**“Celebrate, Build & Begin”**  
**Friday, March 6, 2015, 8:00 a.m. – 3:00 p.m.**  
**Hilton Garden Inn, Phoenix Airport North, 3838 East Van Buren, Phoenix, AZ**

**MEETING NOTES**

**Welcome and Introductions**

John Black, Council Vice-Chairperson, and Larry Clausen, Executive Director, welcomed participants. Those present introduced themselves by stating their name and affiliation and sharing a success that they had observed this past year that relates to the mission of the Council. The successes were varied but fell into several categories—personal and organizational success related to self-advocacy, independence, and employment; successes achieved by projects/programs supported by the Council or other community programs whose missions are in alignment with the Council’s; and enhanced capacity to communicate with policymakers and the public.

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

The desired results for the retreat were: 1) celebrate the good work that has been done by the Council and its partners, 2) build on past successes to invigorate ourselves for the work of the coming year, and 3) begin the process of thinking about changes to the State Plan for 2016.

After a review of the day’s agenda, participants considered the items of respect that had been used in last year’s retreat and agreed to abide by the same guidelines this year.

**Comprehensive Review and Analysis**

David Daugherty (ASU Morrison Institute for Public Policy) provided an overview of the Comprehensive Review and Analysis (CRA) for Arizona. He noted that the CRA is conducted in advance of the development of the State Plan, which is due in August 2016. The CRA will build on the information included in the two studies already conducted by Morrison Institute for the Council. In addition to a literature search, there will be surveys and focus groups of providers and persons with developmental disabilities and their families around the state. A particular effort will be made to include those who are often not reached. Results will be shared by the Council with members of the Arizona Developmental Disabilities Network. See David’s handout for more information.

**Council Video**

Council members previewed a video about the Council, which is still in production. It will be captioned and have Spanish subtitles.

**The Graduation Cliff Presentation/Questions and Answers**

Erica McFadden (ASU Morrison Institute for Public Policy) provided an overview of The Graduation Cliff, a study conducted for the Council on improving post-school outcomes of students with disabilities. Erica responded to questions noting that the study was limited to public schools, that there are few studies of

this issue, that the data came from self-report, and that students had different levels of disabilities. The Council is currently doing a final review of the draft report, and then Council members will receive copies. It was noted that the schools need to see the results of this study and that action is needed to address the issues raised by the study. The planning group that helped to frame the study is comprised of diverse stakeholders and can help disseminate the report; they are well-positioned to address the implications of the study for policy and practice. A video of the study results for policymakers was suggested. See Erica's slides for more information.

### **Project LEAP Presentation/Questions and Answers**

Karen Kelsch (Pilot Parents of Southern Arizona/PPSA) provided an overview of LEAP—Leadership Education Advocacy Partnership. LEAP is funded by the Council to provide financial support for self-advocates and family members to participate in conferences and other training opportunities that will increase knowledge and ability to become effective self-advocates. In accordance with Council requirements, PPSA is following up with those who have received funding to determine if and how they have used the information acquired. The response rate is about 60%. They will report on results in the future.

Karen also reported on Arizona Partners in Leadership, which teaches people to be community leaders and expand beyond self-advocacy to systemic advocacy. The program is based on the Partners in Policymaking program. She noted that PPSA could use help from the Council recruiting participants in rural areas. See Karen's slides for more information.

### **National Update Presentation/Questions and Answers**

Sheryl Matney (National Association of Councils on Developmental Disabilities) joined the meeting by phone and provided an overview of what is going on nationally. She covered the structure of the Administration on Intellectual and Developmental Disabilities (AIDD), self-advocacy, cultural diversity, funding, upcoming celebrations, and upcoming meetings. With respect to cultural diversity, Arizona will be asked to show efforts to increase the diversity of the Council membership. This is a challenge for states because appointments are not controlled by the Councils. Arizona will also need to address cultural diversity in the new State Plan. See Sheryl's slides for more information.

### **Results of Focus Groups and Survey**

Larry Clausen provided a summary of the annual focus group and survey. The respondents felt that the Council has been doing a good job with contracts and should be commended for moving toward outcome evaluation. They also commented that the Council is doing a good job of bringing people together, especially through Employment First, and has made notable progress on outreach to diverse audiences. Council members commented on the need to identify other less well-known population groups and reach out to them; contact with the DES Refugee Resettlement Program was suggested. Council members noted the need for continued marketing of the Council's work.

### **Goal 1: Self-Advocacy**

Tom Uno (Self-Advocacy Committee Chairperson) reported on State Plan Goal 1. He introduced committee members, reviewed funded projects, shared some accomplishments, and highlighted evaluation data. Intermediate and/or longer term outcome data was available for three of the five

objectives under this goal; the other two objectives are slated for action in Year 5. See Tom's handout for more information.

Council members then responded to the following question: What could we do going forward to build on these successes from the point of view of self-advocates, families, caregivers, service providers, community members, and others? The responses focused on encouraging and supporting self-advocacy among persons with disabilities and their families, use of peer support models, and use of advisors who understand their support role. Responses are included in Attachment 2.

### **Goal 2: Integrated Employment**

John Black (Integrated Employment Committee Chairperson) reported on State Plan Goal 2. He introduced committee members, reviewed funded projects, shared some accomplishments, and highlighted evaluation data. Short term outcome data was available for two of the three objectives and intermediate and/or longer term outcome data was available for the other objective under this goal. See John's handout for more information.

Council members then responded to the following question: How can Arizona contribute to the collective impact of Arizona Employment First? Responses included creating awareness with various audiences who can support the principles of Employment First using communication tools that are being developed; helping service providers who want to successfully modify their business models to support competitive employment; and advocating for policy change that promotes competitive employment, retention, and promotion. Responses are included in Attachment 2.

### **Goal 3: Empowerment through Information**

Ray Morris (Empowerment through Information Committee Chairperson) reported on State Plan Goal 3. He introduced committee members, reviewed funded projects, shared some accomplishments, and highlighted evaluation data. Short term outcome data was available for one of the three objectives and intermediate and/or longer term outcome data was available for the other two objectives under this goal. See Ray's slides and handout for more information.

Council members then addressed the following question: How can we encourage community members without ties to persons with disabilities to reach out and fully engage persons with disabilities in community life? In order to allow more time for this discussion, it was decided that this would be the subject of a focused discussion at an upcoming Council meeting.

### **Recognitions**

Larry Clausen acknowledged Council members who had shared their achievements with the Council. Achievements were varied and amazing!

### **Reflection on the Retreat**

Members were asked to complete a reflection on the retreat. Results were very positive. People liked the format, appreciated adherence to the agenda, learned a lot about the Council's work, and generally enjoyed the day.

## **Next Steps**

Meeting notes will be prepared and shared. Council staff will follow up on any issues identified. A further discussion will be planned on how to encourage community members without ties to persons with disabilities to reach out and fully engage them in community life.

## **Attachment 1 Successes Shared**

- Working
- Family member in independent living and working
- Employment First
- Stakeholder engagement in Employment First
- Community employment
- 500 members in self-advocacy organization in the East Valley
- Self-advocacy organization expansion/enhancement
- YACAZ: new website coming
- Fundraising success
- Provider capacity
- Benefits of participation in Partners in Policymaking
- PBIS
- SPEAK training
- Promotion of Special Olympics
- Raising Special Kids: new projects and self-advocacy
- Project ASPIRE
- African-American Disability Symposium
- Resources for housing
- Whole life planning
- New insights
- Trip to DC for Council
- Everything? Trip to DC for policy seminar, Leadership Consortium
- Legislative engagement
- Morrison Institute's report related to transition
- Dissemination/marketing of the Council's work
- Teamwork
- Good work and fun!
- Commitment to the Council
- Collaboration
- Exhibits
- Website and social media
- Listserv

## **Attachment 2**

### **Goal-Related Discussion**

What could we do going forward to build on these successes from the point of view of self-advocates, families, caregivers, service providers, community members, and others?

- Encourage more people to speak up
- Provide opportunities for more people to participate in programs like Partners in Leadership
- Help parents understand self-advocacy
- Help schools understand self-advocacy
- Engage those who have acquired a disability later than at birth
- Provide advisors who understand their role to work with self-advocacy groups
- Provide early support to parents
- Utilize peer support models
- Address the fact that State agencies' models do not necessarily support self-advocacy (e.g., they hold meetings during hours that self-advocates are working)
- Incorporate cultural values into presentations (e.g., the Hopi example)
- Encourage service providers to sponsor self-advocacy, be catalysts, provide recognition
- Address barriers including motivation and fear

How can Arizona contribute to the collective impact of Arizona Employment First?

- Use Council employment videos
- Focus on post-secondary education (i.e., pipeline to employment)
- Use the various communication tools being created
- Develop PSAs
- Educate policymakers about the employment potential of persons with disabilities
- Advocate for extended employment supports, job coaches, use of natural supports
- Encourage self-advocates and families to speak up in ISPs, etc.
- Support policy change
- Confront prejudices; create awareness and confront them honestly
- Build relationships
- Explore incentives for service providers who support competitive employment
- Provide technical assistance for service providers who want to change their model
- Work with support coordinators