

ADDPC 2024 DRAFT Work Plan_ For Council Discussion, June 2023

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	Budgeted	Staff or Grant Other Notes:
1	The Council will provide funding for a grantee to support the self-advocacy mandate.		
1a	Per Council approval in September 2023, Grantee award name to be listed here.	TBD	Staff Lead:
2	As a result of Council-led activity, increase the number of people with I/DD who speak at public policy venues.		
2a	<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. 	No funding (Staff led)	Staff Lead:
2b	<p>New Activity: 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. 	No funding (Staff led)	Staff Lead: FFY 24: Research the possibility of this activity. FFY 25: Consider if maintained by ADDPC or release competitive grant

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 increases 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.)

Priority	Work Plan Activity	Budgeted	Staff or Grant Other Notes:
1	Support at least one initiative that expands Supported Decision Making (SDM) in AZ.		
1a	<ul style="list-style-type: none"> Per Council approval in June 2023, Grantee award name to be listed here. 	TBD	Staff Lead:
2	The Council will fund at least one opportunity that helps self-advocates remove barriers and have their own voices heard.		
2a	<ul style="list-style-type: none"> Per Council approval in June 2023, Conference Sponsorship Grantee award names to be listed here. 	TBD	Staff Lead:
2b	Continue annual Conference Sponsorship/Training RFGA: <ul style="list-style-type: none"> Release in spring 2024. Total amount available TBD. Amount per applicant can apply TBD. Focus on key themes for events/trainings. Events to be in-person. 	TBD	Staff Lead:
3.	The Council to consider a Year 3 grant to ACDL's Special Education, Family Legal Advocacy Direct contract (CI). <ul style="list-style-type: none"> To be in place for October 1, 2023 – September 30, 2024. 	TBD	Staff Lead:
4	New Activity: Research the barriers & challenges to participation self-advocates face. <ul style="list-style-type: none"> Possible questions added to the Community Survey via Survey Monkey Possible activity to add by the self-advocacy grantee. 	No funding (Staff led)	Staff Lead:

ADDPC 2024 DRAFT Work Plan _ For Council Discussion, June 2023

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:
1	Create and disseminate a minimum of two plain language/easy to read information resource materials. Topics to consider: <ul style="list-style-type: none"> • Enhance career exploration. • Other ideas to be developed by committee. 	No funding (Staff led)	Staff Lead:
2	New Activity: Raising Expectations Report (created by ASU Center for the Future of Arizona) <ul style="list-style-type: none"> • Report to be reviewed by the committee and Council. • Committee will make recommendations for Council support. • Recommendations may be funded or staff/partnership led. 	No Funding (Staff led)	Staff Lead:
3	Council will support one project to support students with I/DD to achieve success in Post-Secondary Education, by researching ability for AZ Special Education students to participate in dual enrollment at community colleges and high schools. Identify barriers and outcomes of dual enrollment. <ul style="list-style-type: none"> • Could be a training component. • Internal policy changes to recommend. New Activity: 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).	No Funding (Staff led)	Staff Lead:

4	<p>Supporting Inclusive Practices in Colleges (SIP-C) Project Year 4 grant. SIP-C is a demonstration project with a post-secondary institution that provides programs and supports for transition-aged youth with I/DD.</p> <p>SIP-C Year 4 to be expanded to Arizona Western College campus, in Yuma.</p> <p>For FFY 24: Grant will be in its last 3 months (contract ends on Dec. 31, 2023).</p>	\$50k	Staff Lead:
5	<p>New Activity: Review the Vocational Rehab. report created by ICI/UMASS (done in FFY 23).</p> <ul style="list-style-type: none"> • Report to be reviewed by the committee and Council. • Committee will make recommendations for Council support. • Recommendations may be funded or staff/partnership led. 	TBD	Staff Lead:
6	<p>New Activity: Meet with transition specialists, schools, families, RSK, related organizations and come up with plan to develop specific resources that are helpful to assist families with transition.</p> <ul style="list-style-type: none"> • The goal is to develop a toolkit that can be used at Transition Fairs. • Review what UA-TAR program has already developed. • Consider training options. 	TBD	Staff Lead:

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:
----------	--------------------	----------	--------------------------------

1	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 in the community.	No Funding (Staff led)	Staff Lead:
2	Convene a roundtable to share recommendations with education leaders around expanding AZ pathways to Post-Secondary Education for students with IDD and develop an action plan based on those discussions (done in FFY23). New Activity: The committee and Council will review the action plan developed by Karla Krivickas and make recommendations.	No Funding (Staff led)	Staff Lead:
3	New Activity: Meet with the Sonoran UCEDD and agency partners regarding organizational structure of Employment First. New EF website is being created to make it more interactive and work groups are being re-established for reporting outcomes. <ul style="list-style-type: none"> • Make recommendation on how the Council may support this activity. • Need to discuss if a state EF office is still a unified goal; how will it be funded and sustained? 	No Funding (Staff led)	Staff Lead:
4	Partner with DD Network, VR and AZ APSE Chapter and continue to support the National Disability Employment Awareness Month campaign. Communication campaign to include social media, press release, Gov. proclamation, employment success stories, and trainings.	No Funding (Staff led)	Staff Lead:
5	New Activity: Partner with AZ APSE and other key stakeholders to develop policy that helps lead to successful employment outcomes and future legislation.	No Funding (Staff led)	Staff Lead:

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:
1	<p>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. New target groups include:</p> <ul style="list-style-type: none"> • A minimum of 4 trainings on ABLE to high school students will be conducted. Target number, locations, and evaluation survey to be finalized. 	No Funding (Staff led)	Staff Lead:
2	<p>New Activity: Partner with Employer Engagement Administration (Arizona@Work) and AZ Chamber of Commerce and Industry to develop an Employer Virtual Forum.</p> <p>Contacts: Danny Seiden, President/CEO, AZ Chamber of Commerce & Industry. Timothy Stump, Voc. Rehab. Employer Liaison, Employer Engagement Administration, Arizona@Work</p>	TBD	Staff Lead:
3	<p>Continue to present a new webinar series building on last year's (FFY 23) successful partnership with the DD Network, AZ APSE Chapter, and Voc. Rehab. The new series will be titled "Creating an Independent Life".</p> <ul style="list-style-type: none"> • Webinar topics may include: Self-Determination and Advocacy, Transition, Future Planning, Independent Living, Healthcare, and Behavioral Health. • The Council will host webinars; timeline to be developed along with planning tasks. • Also, may consider sponsor outside of the disability community; may work with a medical professional to serve as moderator for the series. 	No Funding (Staff led)	Staff Lead:

ADDPC 2024 DRAFT Work Plan_ for Council Discussion, June 2023

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:
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>	TBD	Staff Lead:
2	<p>FFY 24/Updated Language: 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> <p>Staff to utilize tracking document for PPR reporting.</p>	No Funding (Staff led)	Staff Lead:
3	<p>FFY 24/Updated Language: 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.</p> <ul style="list-style-type: none"> • Researching other contractual arrangements to be in place with Dr. Alex Kurz 	TBD	Staff Lead:

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:
1	<p>FFY 24/Updated Language: 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. 	No Funding (Staff led)	Staff Lead:
1a	<p>FFY 24/Updated Language: 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, and others. • FFY 25: Continue pilot project. 	TBD	Staff Lead:

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:
--------	--------------------	----------	--------------------------------

1	The Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promote expanded inclusion and engagement of people with I/DD in their communities.	No Funding (Staff led)	
1a	Create at least four videos on topics of interest to individuals with I/DD to promote engagement in their communities. <ul style="list-style-type: none"> Funded through purchase order process utilizing vendors on state contract. Staff to identify self-advocates to participate. 	TBD (Staff led)	Staff Lead: (Accomplished via purchase order process to secure vendors)
1b	FFY 24/Updated Language: 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. <ul style="list-style-type: none"> FFY 24: Review the survey responses and identify areas for improvement/implementation. FFY 25: Review the FFY 23 survey questions and develop timeline to release the next community survey. 	No Funding (Staff led)	Staff Lead:
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). New Activity: Educate school systems statewide on new legislation requiring input from families on the development of emergency operations plans.	No Funding (Staff led)	Staff Lead:
1d	Release RGFA to fund grants that will build/expand/support programs to educate and support women with disabilities on pregnancy or parenting. Ensure accessibility with project (done in FFY 23). New Activity: FFY 24/25: Per Council approval in June 2023, grantee award names to be added to work plan. Discuss possible year 2 funding.	\$179K	Grant
1e	Ongoing discussion of support for AzTAP/Technology Utilization Training for individuals with I/DD and their support networks (done in FFY23). New Activity:	\$50K	Grant

	For FFY 24/25: Per Council approval in September 2023, grantee award name to be added to work plan. Discuss possible year 2 funding.		
--	--	--	--

ADDPC 2024 DRAFT Work Plan_ For Council Discussion, June 2023

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:
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. • FFY 24/25 Note: If the committee cannot identify who/how/when, take out of work plan. 	TBD	Staff Lead: Possible Grant
1b	<ul style="list-style-type: none"> • Arizona Coalition to End Sexual & Domestic Violence training contract to be extended to September 30, 2023. • Renewal application to be considered by the Council in September for possible Year 3 funding. 	\$27,942	Grant
1c	<ul style="list-style-type: none"> • Prevent Child Abuse Arizona training contract to be extended to September 30, 2023. • Renewal application to be considered by the Council in September for possible Year 3 funding. 	\$36,380	Note: Prevent Child Abuse AZ declined NCE. Contract will end on June 30, 2023. Final reporting due August 1.

1d	<ul style="list-style-type: none"> The Arc of the US - Expand the work of the Arizona Sexual Violence & Disability Network to include underserved populations. <p>Publish/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. Available in multiple formats.</p> <ul style="list-style-type: none"> FFY24: Renewal application to be considered by the Council in September for possible Year 3 funding. 	\$50,000	Grant
1e	<p>New Activity:</p> <p>Release new competitive grant solicitation to address objective (training) and overall goal.</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 Spring 2024. 	TBD	Grant
2	<p>FFY 24/Updated Language:</p> <p>Ensure DDD members are informed of the resources that are available to them when they feel a threat to their safety.</p> <p>And/or</p> <p>Ensure that DDD has appropriate and accessible resources to share with members and their families so that they know where to find assistance if there is threat to their safety.</p>	No Funding (Staff led)	Staff Lead:
3	Identify and support at least one policy change to promote safety of people with I/DD.	No Funding (Staff led)	Staff Lead:
4	In collaboration with the Vera Institute, ACDL, The Arc of AZ, ACESDV and other partners, establish a collaboration charter (did in FY 2022) to raise awareness of all types of abuse/neglect, risk factors, prevention of abuse/neglect, and an effective response method.	No Funding (Staff led)	Staff Lead:
5	<p>Promote 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>FFY 24/Updated Language:</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</p>	No Funding (Staff led)	Staff Lead:

	<p>'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: Analyze the brief with the Council 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>		
6	<p>FFY24/Updated Language: 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	Staff Lead:

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:
1	Collaborate with stakeholders statewide to improve crisis response for individuals with I/DD.	No Funding (Staff led)	Staff Lead:
1a	<p>FFY 24/Updated Language: 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.</p> <ul style="list-style-type: none"> Potential new solicitation, for project that addresses this activity – not staff led. 	TBD	Grant

1b	<p>Support providers and 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.</p> <ul style="list-style-type: none"> • Potential new solicitation, find appropriate organizations to take this on. 	TBD	Grant
2	<p>Work with ACES Consortium to support a RFGA for Adverse Childhood Experiences training to the disability community, focusing on rural areas.</p> <p>FFY 23: Discuss with staff — may remove in Verity System, no reporting in PPR.</p> <p>FFY 24 Note: Discuss with Council that this work cannot be done and recommend removal from the work plan.</p>	No Funding (Staff led)	Staff Lead:

ADDPC 2024 DRAFT Work Plan_ For Council Discussion, June 2024

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 thru end of life).

Number	Work Plan Activity	Budgeted	Staff or Grant Other Notes:
1	<p>Develop and expand access to timely information through conferences, webinars, town halls, and/or partnerships at least four times a year.</p> <p>Work with cultural brokers to develop and disseminate information to underserved/unserved community members.</p>	No Funding (Staff led)	Staff lead:
2	Develop an implementation plan for continuing the distribution and evaluation of, and providing updates to, the "How-To Guide". The guide is a resource for navigating Arizona's service system for families and individuals moving to Arizona from out of state.	No Funding (Staff led)	Staff Lead:
3	<p>New Activity: For FFY 24, 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 scope of work. • Release competitive RFGA. 	\$90k	Staff Lead:
4	<p>New Activity: For FFY 25, develop policy recommendation(s) from the research on elder care (based on research report done in FFY 24).</p> <ul style="list-style-type: none"> • Partner with state systems and nongovernmental organizations that provide information and supports to the 50+ and elder populations with I/DD. 	TBD	Staff Lead:

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:
1	<p>New Activity: Develop program and policy recommendations from the research report on Refugees with Disabilities (Research done in FFY 23).</p> <ul style="list-style-type: none"> Refugee research report will be disseminated to the Council for review and recommendations on activities the Council can undertake. 	TBD	Staff Lead:
2	Continue to collaborate with key partners to expand health access and health equity for the I/DD community, especially in un/underserved areas. Partners to include University of Arizona AHEAD AZ, Northern Arizona University Center for Health Equity Research (CHER), and Arizona Community Engagement Alliance (AZCEAL) focused on identifying strategies to expand capacity.	TBD	Staff Lead:

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:

1	<p>The Council will support the Sonoran UCEDD's Native Disability Center, through 2026, to address the gaps in resources, service and supports with Arizona's 22 Tribal Nations.</p> <p>Areas of focus must include Target Disparity focus and may include employment, housing, healthcare, internet access, food security, transportation, and other issues.</p>	<p>\$120,000</p> <p>Multi-year funding; with step down funding to be discussion</p>	<p>Grant Notes: Year 2 ISA in place: 10/26/22 -9/30/23 with UA Sonoran UCEDD. Council to consider Year 3 in September 2023.</p>