Report Overview

This Phase One Report provides a comprehensive overview of Arizona's developmental disabilities landscape. It lays the groundwork for the survey and town hall components of the comprehensive review and analysis. The final report will integrate these findings with survey and town hall results, as well as the ad hoc committee's analysis of state challenges, to guide the state's Five-Year Developmental Disabilities Council Plan. The Phase One analysis follows the state plan template provided by Information and Technical Assistance Center (iTACC) for Councils on Developmental Disabilities. It covers demographic trends, disability prevalence, and service system reviews in healthcare, quality assurance, employment, housing, transportation, childcare, education and early intervention, recreation, and interagency initiatives.

Demographics and Disability Prevalence
Arizona has a racially and ethnically diverse population, with over 31% identifying as Hispanic/Latino. Approximately 1.58% of Arizonans have an intellectual disability or developmental disability (I/DD). Disability is more common among older adults, as well as American Indian and White populations. People with disabilities face greater challenges than the general population. They are more likely to have lower levels of education, higher unemployment rates (only 26.5% are employed), and greater economic hardship.

Healthcare
Most people with I/DD in Arizona receive healthcare through the Arizona Health Care Cost Containment System (AHCCCS), the state's Medicaid program. Many also receive services through the Division of Developmental Disabilities (DDD) and the Arizona Long-Term Care System (ALTCS). Both services offer free or low-cost healthcare using person-centered planning and support coordination models. However, there is a statewide shortage of medical providers and access varies by region, especially in rural and Tribal communities.

Employment
Employment supports for people with I/DD in Arizona include job coaching, supported employment, and pre-employment transition services such as job coaching, supported employment, and Individualized Plans for Employment (IPEs) through Vocational Rehabilitation (VR). Arizona schools also promote career readiness through Career and Technical Education (CTE) programs. Despite the state's Employment First policies, many individuals with I/DD remain unemployed or work in sheltered workshops or non-integrated group settings. Assistive technology, apprenticeships, and programs like Ticket to Work provide support, but access to competitive, integrated employment is limited.

Informal and Formal Services and Supports
Formal supports include educational services through DDD, family support programs like Raising Special Kids, and legal advocacy from statewide nonprofit programs. Informal supports come from peer networks, family members, and community organizations. Together, these supports help individuals with I/DD live independently, access services, advocate for themselves, and engage socially.

Interagency and Community Initiatives
State agencies, Tribal governments, and community groups collaborate to improve services for people

with disabilities. These partnerships help coordinate support and create new resources. For example, DDD, state VR, and the Arizona Department Education (ADE) collaborate to support school-to-work transitions. Many of these programs focus on accessible communication and cultural responsiveness to better meet individual needs. Several councils, which include individuals with disabilities and their families, advise on policies to address service gaps and promote greater inclusion in community life.

Quality Assurance and Advocacy
AHCCCS and DDD oversee service providers through licensing, incident reporting, and reviews. They also use Electronic Visit Verification (EVV) to prevent fraud and financial exploitation. Disability Rights Arizona investigates reports of abuse and rights violations. It also works with facilities and providers to improve their policies and procedures to protect the rights of people with disabilities. Committees that include people with disabilities monitor services and guide improvements, while self-advocacy training programs promote empowerment and help individuals protect their health and legal rights.

Education and Early Intervention
Early screening programs like Arizona Early Intervention Program (AzEIP) and Child Find help identify children with developmental delays. Support services include family service plans, developmental preschools, Head Start programs, and First Things First regional boards. Public schools provide accommodations through IEPs and 504 plans to support accessible learning. While access challenges remain, especially in Tribal and rural areas, ongoing efforts focus on improving transitions and inclusion.

Housing
Housing options for people with I/DD focus on providing the most personal freedom for residents and range from independent living to facility settings. The Arizona Department of Economic Security (DES) supports independent living through rental support programs and connecting individuals to affordable housing units. AHCCCS runs the Housing and Health Opportunities (H2O) program to support people experiencing chronic homelessness. While Fair Housing laws guarantee reasonable accommodations, getting home modifications can often be difficult and time-consuming. Affordable accessible housing is limited, especially in rural and Tribal areas.

Transportation
Accessible transit is most available in urban areas like Phoenix and Tucson, with services including accessible vehicles, reduced fare programs, paratransit, and individualized travel training. In rural areas, options are more limited and typically depend on regional and dial-a-ride services. DDD offers non-emergency medical transportation, and the state VR program can assist clients with accessing transportation services needed for employment. Programs like the Blue Envelope and ride-sharing provide additional support, but statewide gaps remain, especially in remote and Tribal areas.

Childcare
In Arizona, most childcare responsibilities fall to parents and guardians. DES offers some support through childcare vouchers, and the Arizona Department of Health Services (ADHS) oversees the

licensing of childcare providers and facilities. Early childhood programs like First Things First and Head Start help with screenings and school readiness. However, finding affordable childcare that serves children with disabilities is often unavailable or limited in many rural and tribal regions.

Recreation
Community organizations across Arizona offer adaptive sports, arts programs, skill-building workshops, and social events to enhance health, social skills, and independence for children and adults with I/DD, with day treatment programs for adults being common. Urban areas have more resources and offer a wider variety of activities, while rural regions have limited access. While some programs offer transportation and financial assistance, many are costly, and recreational opportunities are uneven across the state.

PART A.   State Information

   Racial and Ethnic Diversity of the State Population:

As of 2023, Arizona's total population was approximately 7,431,344, according to the U.S Census Bureau's American Community Survey. The majority of residents identified as White alone, with Hispanic or Latino being the largest minority group. This is followed by Black or African American, American Indian or Alaska Native, and Native Hawaiian and other Pacific Islander. Additionally, 9.2% identified as some other race, and 19.9% as two or more races.

Table 1. *Racial and ethnic diversity in Arizona*

Race/Ethnicity	Percentage of Population
White, alone	58.3
Black or African American alone	4.8
American Indian and Alaska Native alone	4.0
Asian alone	3.6
Native Hawaiian and Other Pacific Islander alone	0.2
Some other race alone	9.2
Two or more races	19.9
Two races, including "Some other race"	0.8
Two races, excluding "Some other race," and three or more races	3.5
Hispanic or Latino (of any race)	31.6

[1]

State Disability Characteristics

Prevalence of Developmental Disabilities in the State:

It is estimated that about 1.58% of people in Arizona have a developmental disability, which is the currently accepted national prevalence rate for developmental disabilities [2]. Although this estimate is based on a 2001 study, it remains the most widely cited national prevalence rate for developmental disabilities in the overall population. However, in 2021, it was found that the prevalence rate for developmental disabilities for children aged 3–17 was 8.56% [3]. If we apply this to Arizona's population of children in this age range, that indicates that there are approximately 101,773 youth in this age range with developmental disabilities [4].

Residential Settings:

Table 2. *Number of individuals with I/DD in different types of residential settings*

Year	Total Served	A. Number Served in Setting of <6 (per 100,000)	B. Number Served in Setting of >7 (per 100,000)	C. Number Served in Family Setting (per 100,000)	D. Number Served in Home of Their Own (per 100,000)
2020	36,108	69.13	2.53	429.25	3.44
2019	34,309	64.55	2.87	408.74	3.59
2018	41,568	65.90	1.96	509.53	3.86

[5]

Demographic Information about People with Disabilities

According to the 2023 American Community Survey one-year estimates, disabilities affect people of all ages in Arizona's civilian, noninstitutionalized population. The likelihood of experiencing a disability increases with age. For example, about 23% of people who are 65-74 years old experience disabilities, and this increases to 43% among those 75 years or older.

Table 3. *Percentage of individuals in Arizona with a disability by age*

People in the State with a Disability	Percentage
Under 5 years	0.7 +/- 0.3
5-17 years	6.9 +/- 0.5
18-34 years	9.1 +/- 0.5
35-64 years	12.7 +/- 0.4
65-74 years	22.9 +/- 0.8
75 years and over	43.4 +/- 1.0

[6]

The table below presents the estimated proportion of Arizona's civilian, noninstitutionalized population with disabilities, broken down by racial group. For example, about 16% of people in Arizona who identify as White have a disability. Asians and Native Hawaiians (and other Pacific Islanders) experience disability at lower rates than other groups. In contrast, White individuals and American Indians/Alaska Natives experience disability at higher rates. The American Community Survey defines disability through a series of questions about functional impairments, such as difficulties seeing, hearing, walking, or remembering. This method helps reduce cultural bias related to how disability is understood and identified across cultures.

Table 4. *Estimated proportion of Arizona civilian, noninstitutionalized population with disabilities by racial group*

Race and Hispanic or Latino Origin of People with a Disability	Percentage
White alone	15.7 +/- 0.4
Black or African American alone	12.6 +/- 1.2
American Indian and Alaska Native alone	15.3 +/- 1.2
Asian alone	8.1 +/- 1.0
Native Hawaiian and Other Pacific Islander Alone	9.3 +/- 4.6
Some other race alone	11.0 +/- 1.0
Two or more races	11.6 +/- 0.7
Hispanic or Latino (of any race)	11.1 +/- 0.5

[6]

About 27% of Arizonans with a disability are employed, compared to 64% without a disability. More than 70% of Arizonans with disabilities are not in the labor force, meaning they are neither employed nor looking for work. In contrast, only about 33% of people without disabilities fall into this category.

Table 5. *Employment status of individuals with and without disabilities*

Employment Status Population Age 16 and Over	Percentage with a Disability	Percentage Without a Disability
Employed	26.5	64.0
Not in labor force	70.4	32.8

[7]

Most Arizonans with a disability either have some college education (35%) or a high school diploma or equivalent (28%). Smaller percentages have a bachelor's degree or higher, or did not finish high school. In contrast, among Arizonans without a disability, most (35%) have a bachelor's degree or higher, followed by 33% with some college education. Similar proportions of people with and without disabilities attain some college or an associate's degree, but the highest levels of educational

attainment (bachelor's degree and beyond) are reached by higher proportions of people without disability. People without disabilities are more likely to fall into the highest income brackets, with 25.4% earning $75,000 or more annually compared to 16.2% of those with disabilities.

Table 6. *Educational attainment of individuals with and without disabilities*

Educational Attainment Population Age 25 and Over	Percentage with a Disability	Percentage Without a Disability
Less than high school graduate	15.3	9.8
High school graduate, GED, or alternative	28.0	22.4
Some college or associate's degree	34.9	32.6
Bachelor's degree or higher	21.8	35.3

[7]

Among Arizonans with disabilities over the age of 16 who had recent earnings, the largest proportions earned (a) $5,000 to $14,999, (b) $35,000-$49,999, or (c) at least $75,000 in the past 12 months. Each of these categories accounted for 16.0% to 16.5% of earners with disabilities. Another 14.6% earned between $50,000 and $74,999. The remaining income groups each represented between 11.6% and 12.7% of the subpopulation of people with disability. In comparison, 25.4% of people without a disability earned at least $75,000.

Table 7. *Earnings of individuals with and without disabilities*

Earnings in Past 12 Months Population Age 16 and Over with Earnings	Percentage with a Disability	Percentage Without a Disability
$1 to $4,999 or less	11.6 +/- 0.6	6.7 +/- 0.1
$5,000 to $14,999	16.0 +/- 0.6	10.6 +/- 0.2
$15,000 to $24,999	12.7 +/- 0.6	9.9 +/- 0.2
$25,000 to $34,999	12.2 +/- 0.5	11.3 +/- 0.2
$35,000 to $49,999	16.5 +/- 0.7	17.5 +/- 0.2
$50,000 to $74,999	14.6 +/- 0.6	18.6 +/- 0.2
$75,000 or more	16.2 +/- 0.5	25.4 +/- 0.2

[7]

A higher proportion of Arizonans with disabilities live below or near the poverty level compared to those without a disability. An estimated 18.2% of Arizonans with a disability live at or below the poverty level, while only 10.5% of those without disability do. Additionally, a lower proportion of Arizonans with disability (71.5%) live at or above 150% of the poverty level, compared to 82.8% of those without a disability.

Table 8. *Poverty status of individuals with and without disabilities*

Poverty Status Population Age 16 and Over	Percentage with a Disability	Percentage Without a Disability
Below 100% of the poverty level	18.2 +/- 0.4	10.5 +/- 0.2
100 to 149% of the poverty level	10.3 +/- 0.3	6.7 +/- 0.1
At or above 150% of the poverty level	71.5 +/- 0.5	82.8 +/- 0.2

[7]

PART B.   Portrait of the State Services [Section 124(c)(3)(A)(B)]:

The following sections describe the state's services, supports, and other assistance available to people with developmental disabilities and their families. Only some of the fields in this section are required, which is noted in the headings.

Health/Healthcare (required)

People with intellectual and developmental disabilities (I/DD) often have significant healthcare needs. In Arizona, there are a number of ways they can access healthcare services and obtain insurance coverage. One option is private insurance, but this is uncommon due to high out-of-pocket cost. Another route is employer-sponsored insurance; however, this may not be feasible for individuals whose disability impacts their ability to work, unless they are receiving support through vocational rehabilitation (VR) services. Most individuals with I/DD qualify for public insurance through the Arizona Healthcare Cost Containment System (AHCCCS). Individuals can also receive services through the Arizona Long-Term Care System (ALTCS) based on income or medical need [8] People with I/DD under twenty-one with qualifying medical conditions are eligible for AHCCCS's Children's Rehabilitative Services (CRS) program [9].

While AHCCCS offers a wide array of health plans, most people with I/DD enroll in ALTCS [10]. ALTCS serves people with I/DD, elderly people, and others with significant medical needs who require long term care. ALTCS for people with I/DD is managed through the Department of Economic Security's Division of Developmental Disabilities (DDD) and is referred to as DDD-ALTCS [11]. This is distinct from AHCCCS-ALTCS, which is specific to populations with high medical need. Some individuals with disabilities, such as congenital conditions, limited mobility, or intensive medical needs may qualify for AHCCCS-ALTCS rather than DDD-ALTCS [12].

As of March 2025, 45,242 individuals with intellectual and developmental disabilities (I/DD) were enrolled in the Arizona Long Term Care System (ALTCS), and 2,027,424 individuals were enrolled in the state's Medicaid program, AHCCCS. Of those, 1,316 were receiving services through the Navajo Nation [13] [14].

Healthcare services for children with developmental needs include developmental screenings, early intervention, behavioral health care, and skill-building in areas such as communication, social interaction, and emotional self-regulation. These services are offered by providers across Arizona, with the highest concentration located in the Phoenix and Tucson areas [15] [16] [17]. Children in Arizona's foster care system are automatically eligible for coverage through the Mercy Care Department of Child Safety Comprehensive Health Plan (Mercy Care DCS CHP). If they meet eligibility requirements, they may also be enrolled in DDD-ALTCS [18].

ALTCS and DDD cover a wide range of mental and behavioral health services. These may include individual and family therapy, placement in adult behavioral health therapeutic homes, crisis intervention, and inpatient psychiatric care [11] [10] [19]. In addition, caregiver support services are

10

available to address stress, burnout, and other emotional challenges experienced by those caring for individuals with I/DD [20].

Children's Rehabilitative Services (CRS) is an AHCCCS program that supports children under twenty-one with exceptional medical needs. Once accepted into CRS, children are either enrolled in an AHCCCS Complete Care (ACC) plan, or if they have a qualifying developmental disability, placed in a DDD plan [21].

To qualify for DDD-ALTCS, people with I/DD and their families are assessed using a questionnaire that follows a point-based system. This tool measures both medical need and ability to live independently. Individuals can also qualify for ALTCS through demonstrated financial need. Any person with I/DD who receives Supplemental Security Income (SSI) or makes less than $903 dollars a month may be eligible [22] [11].

To qualify for DDD-ALTCS, individuals must submit an application that demonstrates the following:

1. a documented diagnosis of autism, cerebral palsy, epilepsy, Down syndrome, or another intellectual disability (for members older than six) or a risk of developmental disability or delay (for members under six);

2. significant impairment in at least three daily life skills; and

3. Arizona residency [23].

Diagnoses must come from a certified clinical psychologist, developmental pediatrician, or neuropsychologist [12]. While it is possible to qualify for DDD and not qualify for ALTCS, this is uncommon [10]. Once enrolled, DDD members are assigned a support coordinator (or a target support coordinator, if they need acute care). Support coordinators work with DDD members and their families develop a person-centered plan (PCP), outlining the services and supports needed to achieve the individual's goals. They also help connect DDD service recipients to medical providers and community resources certified by DDD [24].

When people with I/DD are enrolled with DDD, they are assigned one of three health plans: Mercy Care, UnitedHealthcare Community Plan, or a Tribal Health Program [25]. While it is possible to switch health plans once enrolled, for many families it is not clear how to change plans or understand the differences between available options [12]. In the 2024 fiscal year, DDD had 56,464 individual service recipients. Of those, 89% (50,110) received care through ALTCS funds, and only 11% (6,344) received care through DDD services only [10].

ALTCS pays for services that are deemed medically necessary by an individual's health plan [12]. These include but are not limited to respite, habilitation, in-home nursing, nursing facilities, therapies, transportation, home care, limited dental services, and durable medical equipment. While medical providers often determine what qualifies as medically necessary, health plans also have internal

medical reviewers who can approve or deny services. Mercy Care, UnitedHealthcare Community Plan, and Tribal Health Programs all have different models for care. These plans vary in the services they cover, as well as their copay and premium structure [22] [19].

In addition to standard health plans, the Department of Economic Security (DES) offers the Parents as Paid Caregivers (PPCG) program. Originally launched during the COVID-19 pandemic and renewed in 2024, this program allows parents to be paid for providing extraordinary care to their children with intellectual and developmental disabilities, for up to 40 hours a week. Parents in the program must complete required training and are supervised by a certified healthcare provider through quarterly check-ins [26]. However, the future of this program is uncertain, as it may be discontinued due to potential Medicare-related budget cuts.

Parents who have concerns about their child's development can request a screening for developmental delays. Screenings are available through most pediatricians, many childcare facilities, and all public schools via the Child Find program [27]. If a child is identified as being at risk for a developmental disability, they can be referred to the Arizona Early Intervention Program (AzEIP). Similar to DDD, AzEIP connects families to resources and information that support disability care. The program also offers tools on their website to help parents track their child's developmental milestones [28].

DDD partners with a wide range of healthcare providers across Arizona to ensure services are available statewide [10] A key goal of DDD is to support individuals with I/DD in the Least Restrictive Environment (LRE), meaning they can live as independently as possible in their own homes rather than in institutional settings. To achieve this, DDD offers Home and Community Based Resources (HCBR), which include at-home nursing and respite care, speech and occupational therapy services, and homemaking or habilitation services. Ninety percent of DDD members receive services from the 1,471 HCBR providers statewide [10]. The remaining ten percent of members, who require full-time nursing care, live in group homes and assisted living facilities [18].

Facilities certified by DDD do not exclusively serve DDD members. Some may also provide medical services to individuals who are not enrolled in DDD-ALTCS. However, this depends on the individual provider and is not the primary focus or mission of most of these institutions.

For American Indians and Alaskan Natives, AHCCCS offers a Tribal Health Program (THP) as an alternative to standard plans like Mercy Care or UnitedHealthcare [25]. THP are designed specifically to serve Tribal members and are administered through Tribal Regional Health Behavioral Authorities (TRBHAs). These provide most of the available health services on Tribal lands, including the Navajo, Pascua Yaqui, Gila River, and White Mountain Apache Tribes. Each Tribal government provides behavioral health services for members who choose to enroll in their THP. While eligibility requirements vary between Tribal governments, they are generally comparable to those of DDD for disability-related services.

All Tribal members enrolled in a THP can receive care at Indian Health Services (IHS) facilities. IHS facilities are federally recognized healthcare providers that follow federal standard of care. While services vary by location, many IHS facilities offer behavioral health care, therapy, and other specialized services. There are currently 638 IHS facilities across Arizona. For Tribal members with disabilities who require institutional care, American Indian Medical Homes (AIMH) provide assisted living services in culturally responsive settings. As of 2023, there were eight AIMHs operating in Arizona, located in Yuma, Northeast Phoenix, Chinle, Tuba City, Winslow, White River, San Carlos, and Parker (on the California side of the border) [29].

DDD divides Arizona into five service regions: North, South, East, West, and Central. Each region has designated healthcare centers and its own network of HCBR programs. When a medical facility is certified by DDD, it is added to a searchable provider database. This provider search tool is available on DDD website and allows families and individuals to find approved service providers by location and type of care [30].

DDD's northern region is by far the largest by area, covering more than six counties and over half of the state's geographic area [31]. Due to its size and rural landscape, care is concentrated around the densest population centers, specifically Flagstaff, Lake Havasu City, and Prescott Valley. Flagstaff serves as the region's main hub for specialty medical care, including the most comprehensive behavioral health services [32], [17]. Flagstaff also offers community wellness programs specifically for indigenous populations in the city [33]. Prescott Valley and Lake Havasu City have their own community centers, offering day programs, habilitation services, transportation, and parent support groups [34], [35]. In the rural western region of northern Arizona, smaller providers offer services across wide areas to meet the needs of remote communities [36]. The eastern portion of the northern region is covered primarily by the Navajo Nation, which receives care through TRBHA. Services on the Navajo Nation are centered in Tuba City and include behavioral health care, assisted living, and transportation services [37].

The Southern region is the second largest DDD service area in the state. It includes all counties along the U.S.-Mexico border, as well as Graham and Greenlee counties. This region contains the cities of Yuma in the west and Tucson in the east, along with numerous smaller towns and cities throughout the southeastern corner of the state. In Yuma, services include independent living programs and support groups tailored for parents and individuals who are blind and deaf [38]. Tucson offers a wide range of care options, including wellness programs that focus on skill-building and self-advocacy as forms of preventative care [39]. Larger providers offer habilitation, skill building, and respite care throughout the southeastern region of the state [40],[15]. In the rural border areas, care often focuses on migrant populations who may have limited access to other healthcare services [41].

The central and eastern regions cover most of the Phoenix metropolitan area, which is split into two regions due to its size and population. Phoenix offers the widest range of disability-related resources in the state. Numerous organizations provide day programs, habilitation, respite care, transportation, childcare, and advocacy services, as well as parent and disability support groups [42],[43]. Phoenix also

has the highest concentration of specialty resources in the state, with many high-capacity facilities and specialist services.

Employment (required)

Arizona supports a broad continuum of employment services for individuals with developmental disabilities, ranging from transition-to-work programs in high school to long-term employment supports for adults. These efforts aim to promote competitive integrated employment (CIE), ensure workplace accommodations, and expand access to meaningful careers statewide.

The Arizona Department of Economic Security's (DES) Division of Developmental Disabilities (DDD) provides a range of services to help individuals with intellectual and developmental disabilities (I/DD) achieve their employment goals [44]. These services include group supported employment (GSE), individual supported employment (ISE), employment support aides (ESA), and the Pathways to Employment Program.

- GSE involves groups of 2–3 individuals with disabilities working together in paid employment while receiving hands-on job training and support from a job coach in integrated settings that offer opportunities for interaction with individuals without disabilities.

- ISE offers one-on-one job coaching to individuals at their workplaces. This support is available after completing services from the state Vocational Rehabilitation (VR) program or for those unable to participate in VR.

- ESA services provide on-the-job personal care assistance and behavioral supports at their jobs to help individuals maintain employment.

- The Pathways to Employment Program helps individuals develop workplace skills, such as working with others, applying for jobs, career exploration, and participating in trial work experiences [45].

Another I/DD-specific employment service is Project SEARCH, a transition-to-work training program that immerses students in real workplaces during their final year of high school eligibility. This program allows young people with I/DD to learn practical work skills in professional environments [46]. As of 2024, a total of 1,864 individuals supported by DDD were employed in community jobs. Of these, 1,639 were participating in GSE, 77 were receiving ISE, and 148 were receiving ESA services [10].

DES operates a VR program to assist individuals with disabilities in obtaining competitive integrated employment (CIE). CIE refers to jobs in the general workforce that anyone can apply for, where individuals with disabilities receive the same wages as others doing similar work [47][45]. VR services go beyond the job supports offered by DDD. VR counselors work with eligible individuals to create an Individualized Plan for Employment (IPE). This plan outlines the most appropriate services needed to help the individual achieve their employment goals. Services may include vocational evaluations, job

training, job search and placement assistance, job site modifications, and support for self-employment opportunities [45][48].

For Arizona students with disabilities, the DES VR program offers Pre-Employment Transition Services (Pre-ETS). These services include workshops on job exploration, work-based learning, counseling on post-secondary education, workplace readiness training, and self-advocacy [49]. Many of these services are also available through the University of Arizona Sonoran Center for Excellence in Disabilities [50]. VR also partners with the Sonoran Center on the Customized Employment Pilot, an initiative designed to tailor job roles to the skills and interests of individuals with significant disabilities [51]. In addition, DES also operates a statewide apprenticeship program. While not specifically targeted toward individuals with disabilities, this program provides hands-on job training alongside classroom instruction. Participants earn income while learning, can receive college credit for coursework (paid for by the employer), and earn an internationally recognized certification upon completion [52][53].

Another program that can benefit students with I/DD, even though it is intended for all students in general, is the Arizona Department of Education's (ADE) Career and Technical Education (CTE) Program. CTE programs provide in-school courses that equip students with practical experiences and skills to prepare them for successful careers after graduation [54]. In its 2024 plan, ADE emphasized the importance of equitable access to CTE for students with disabilities and committed to ensuring these programs are free from discrimination. As part of this initiative, ADE offers technical assistance and training to teachers, administrators, and caseworkers to help them recruit and support students with disabilities in CTE programs [55].

In northern Arizona, students with I/DD can access support through the Supporting Inclusive Practices in Colleges (SIP-C) program, funded by the U.S. Department of Education. SIP-C is available to students with I/DD who are pursuing a degree, certificate, or professional certification in any field at one of the local college campuses in northern Arizona. SIP-C connects college-bound students with educational coaches who help them develop their individualized transition plan. Coaches support students in every aspect of their transition to college, including navigating funding opportunities, exploring career paths, and finding employment. SIP-C students are also matched with peer mentors, who help support them throughout their college experience [56].

Worksite accommodations for individuals with disabilities can be supported by the Arizona Technology Access Program (AzTAP), which offers services to provide and support assistive technology (AT) use in the workplace. These services include AT consultations, demonstrations, loan programs, purchases, group training, and technical assistance [57]. VR program clients can also receive AT services through the Assistive Technology for Employment and Independence (ATEI) program, which is funded by the Rehabilitation Services Administration (RSA). ATEI provides assistance with various AT services, including comprehensive AT evaluations, device training, installation, and product distribution. The program also manages an inventory of employment-related AT devices for demonstration and short-term loans, allowing individuals to test technology before making permanent decisions [58].

In addition to state-run programs, several nonprofit and community-based organizations also provide services including:

- Hands-on job skills training, job coaches, and life skills training across the state to support individuals with I/DD through the entire employment process [59] [60].

- Center-Based Employment (CBE) programs, which allow individuals with disabilities to work in supportive, structured environments while also receiving training that prepares them for future employment in more integrated community settings [61].

- Programs to match individuals with I/DD with jobs that fit their interests and skills, connect them to employers, and supports them through the hiring process [62].

- Interview preparation, job skills training, job search, and continued support after hiring [63].

The Ticket to Work (TTW) program is available to Arizonans with disabilities who receive Social Security benefits, including Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI). Many beneficiaries rely on these payments and the associated insurance coverage and may hesitate to pursue employment out of concern that their work income will jeopardize these critical benefits. To address this, the Social Security Administration (SSA) created the TTW program to help SSI and SSDI recipients start or return to work while maintaining financial and medical security. TTW includes work incentives such as the Trial Work Period, which allows beneficiaries to work for up to nine months without losing their SSDI benefits, regardless of how much they earn [64]. After that, individuals enter a 36-month Extended Period of Eligibility, during which they continue to receive all SSA benefits in any month their income falls below $1,620. If their income drops again after this period, benefits can be restarted without a new application [65]. To further support financial independence, the AZ Achieving a Better Life Experience (ABLE) program allows people with disabilities and their families to open a STABLE account. These accounts enable SSI beneficiaries to save up to $100,000 without it counting against the SSI $2,000 asset limit [66].

The Arizona Association of People Supporting Employment First (AZ APSE) is the state chapter of a national organization advocating for full implementation of Employment First policies. Arizona has identified itself as an Employment First state since 2017, meaning the state's formally supports Competitive Integrated Employment as the preferred outcome for people with disabilities. However, this designation has not been backed by formal legislation [67]. As of 2022, Arizona had 41 Center-Based Employment (CBE) providers, also known as sheltered workshops, which are permitted to pay workers with disabilities subminimum wage under federal law [68]. These facilities are controversial, as federal law permits subminimum wages under Section 14(c) of the Fair Labor Standards Act—a policy AZ APSE is actively working to reform. AZ APSE supports efforts to eliminate the use of subminimum wage and advocates for the passage of state-level Employment First legislation to ensure equitable employment opportunities for individuals with disabilities [68].

Informal and formal services and supports (required):

Arizona offers a broad range of formal and informal services to support individuals with developmental disabilities and their families, with options spanning legal advocacy, social welfare programs, community-based resources, and peer-driven initiatives.

To help individuals with disabilities and their families better navigate services, the Arizona Health Care Cost Containment System (AHCCCS) created the Disability 101 (DB101) website. This online resource helps users organize their medical care, explore available benefits, and apply for programs offered through AHCCCS and the Division of Developmental Disabilities (DDD) [69]. DDD also uses a variety of outreach strategies to share information with individuals, families, and stakeholders. Most prominently, DDD maintains a comprehensive online portal that provides details about support programs, health plans, and eligibility and application processes [25]. A key resource is *Navigating the System*, a guide updated annually to explain how disability supports work in Arizona [18]. Additionally, DDD hosts monthly town halls to talk to key interest holders in the I/DD community [70].

As of June 30, 2024, DDD was providing services to 56,434 individuals—an 8% increase from the previous year, when only 51,851 individuals were served [10].

To support child well-being, DDD Support Coordinators assist families in creating individualized care plans tailored to the child's needs and goals. There are three primary plan types: Person-Centered Plans (PCP), Behavior Plans, and Individual Family Service Plans (IFSP). IFSPs are specifically designed for children under three years old. Children who are enrolled in DDD or the Arizona Early Intervention Program (AzEIP) can also be referred to developmental preschools or other early childhood programs available in the community [18].

In addition, AHCCCS launched a new initiative—the Whole Person Care Initiative (WPCI)—on January 1, 2025. This program is aimed at addressing the health effects of loneliness, especially among aging individuals, by promoting peer-directed relationship building and engagement with community organizations [20].

The DDD publishes publicly available vendor profiles, which offer detailed information on service providers. These profiles include performance data related to timeliness, group home compliance, business operations compliance, and delivery of therapy services.

In addition to state programs, many third-party organizations also provide information, education, and advocacy related to disabilities. For example, the Native American Disability Law Center—while primarily serving Indigenous Arizonans—has published accessible resources and handouts informing Arizonans about disability law and individual rights to fair and reasonable accommodations [71]. Other organizations, such as Disability Rights Arizona and the Direct Advocacy and Resource Center, offer similar supports, including resource libraries, legal counsel, and advocacy services for people with I/DD across the state [72][73].

To help foster peer and family support, DDD partners with Raising Special Kids—recently renamed Encircle Families—to assist families of children with intellectual and developmental disabilities (I/DD). The organization connects families who are newly navigating an I/DD diagnosis with other families who have lived experience, offering emotional support and practical guidance. It also helps them access childcare, healthcare, advocacy, and educational resources [74]. Moreover, throughout Arizona, many community organizations provide support to people with I/DD. These organizations frequently offer self-advocacy and independent living classes, which help individuals build practical skills like cooking, budgeting, and managing a household. In addition to skill-building, these organizations often serve as community hubs, hosting support groups for individuals with disabilities and their families, organizing social events, and creating opportunities for civic engagement and advocacy. Their overarching goal is to help people with I/DD and their families connect to peers and feel supported. While the availability of services varies by region, community centers dedicated to serving people with I/DD are consistently present in major population areas [34][38][73][75].

If a court determines that a person with I/DD is not capable of making decisions independently, it may appoint a legal guardian. Guardianship can be either temporary or permanent, and while guardians are usually family members, they may also include trained representatives such as DDD employees [76]. The court defines the specific areas of decision-making responsibility at the time of appointment. In some cases, courts may authorize court-ordered medical treatment, particularly when the individual has a co-occurring serious mental illness (SMI) [77]. To support individuals with I/DD involved in the justice system, the CARES branch of DDD employs a Justice Liaison. Their role involves notifying correctional facilities of an individual's disability status, ensuring that accommodations are honored during incarceration, and developing transition plans to support successful reentry into the community after release [78].

Arizona offers a range of social service programs to support individuals with disabilities, including supplemental income, food assistance, utility assistance, and transportation options. The Low-Income Energy Assistance Program (LIEAP) gives priority consideration to individuals with disabilities when providing utility assistance [79]. For those enrolled in the Arizona Long-Term Care System (ALTCS), the Community Transition Service offers up to $2,000 in financial support to assist with expenses related to transitioning from institutional care to community-based living[20]. Supplemental Security Income (SSI) is a Federal program run by Social Security Administration for people who are low income, low resourced, and have either: a disability, blindness, or are at least 65 years old. Qualifying for SSI may automatically qualify an individual for some supports. For example, any household in which all members receive SSI will automatically qualify for food assistance through the Electronic Benefits Transfer (EBT) program [80].

Additionally, the medallion program is a service available to DDD members that provides a medical ID bracelet or belt buckle engraved with a phone number. First responders can call to obtain important information about the member's medical conditions and history [81].

Together, these networks—ranging from formal agency programs to grassroots family-led initiatives—create a web of support that promotes independence, dignity, and inclusion for Arizonans with developmental disabilities.

Interagency Initiatives (required):

Arizona agencies have formed several partnerships to improve services for individuals with intellectual and developmental disabilities (I/DD). The Division of Developmental Disabilities (DDD), part of the Arizona Department of Economic Security (DES), works with the Rehabilitation Services Administration (RSA), which runs the state's Vocational Rehabilitation (VR) program. Together, they promote competitive integrated employment (CIE) for individuals with I/DD. Staff from both agencies attend meetings with individuals with disabilities and their families to plan employment activities, share information, and help individuals find and maintain jobs[82]. An Intergovernmental Agreement (IGA) among RSA, DDD, and the Arizona Department of Education's (ADE) Exceptional Student Services supports coordinated transition services for students with disabilities moving from school into the workforce [83]. DDD also has an IGA with the Navajo Nation to provide support coordination for eligible members. Support coordinators help members develop person-centered plans, identify appropriate services and resources, and adjust those plans as needs change [84]. In addition, DDD partnered with Mercy Care and UnitedHealthcare to create a training and incentive program for behavioral health providers serving people with both I/DD and behavioral health conditions. The training includes an I/DD course library through the Relias platform for all AHCCCS-registered behavioral health providers who use Relias. Providers can qualify for funding if at least 10% of their clinical staff complete an I/DD-focused training plan [85].

The Arizona Technology Access Program (AzTAP) was created under the 1988 Assistive Technology Act to improve access to assistive technology (AT) for people with disabilities. AzTAP partners with ADE to operate a short-term AT loan program for K-12 schools, which provides equipment and professional development resources at no cost [86][87][87]. AzTAP also partners with MariSol Credit Union to offer low-cost loans for purchasing AT devices and with RefurbIT to provide discounted refurbished equipment to people with disabilities who receive federal or state public assistance [88][89].

The Sonoran Center for Excellence in Disabilities collaborates with Self Advocates Becoming Empowered (SABE) and the Self Advocacy Resource and Technical Assistance Center (SARTAC) on the Accessible Communications project. This project provides trainings on using plain language and other accessible communication strategies. After the training, the state team formats materials into accessible versions that can be distributed to organizations across Arizona to expand the use of plain language. Project partners include DES, the Arizona Developmental Disabilities Planning Council (ADDPC), Diverse Ability Inc., and the Southwest Institute for Families and Children [90]. The Sonoran Center also leads the Circle of Indigenous Empowerment and collaborates with the Navajo Nation Office of Special Education to improve transition services and advocacy for Native youth with disabilities [91][92]. This entails developing training resources for families and schools on how to best support youth with disabilities in their school-to-work transition. The program also focuses on

engaging Native students with I/DD in skill-building, advocacy, and work-based learning activities [93]. In addition, the Grand Canyon Collaborative works to prevent sexual violence and improve services for survivors with disabilities. Members of the collaborative include the Arizona Coalition to End Sexual and Domestic Violence, the Arizona Statewide Independent Living Council (AZSILC), The Arc of Arizona, the Arizona Commission for the Deaf and Hard of Hearing, and Disability Rights Arizona (DRAZ). To accomplish its goal, the collaborative provides free training and online toolkits to help service providers improve their ability to serve domestic violence survivors with disabilities [94]. One key resource is the Barrier Removal and Safety Enhancement Plan, a collection of free checklists that providers can use to evaluate their capacity to appropriately serve survivors and evaluate the structural safety of their facilities [95].

Arizona's Early Intervention Program (AzEIP), which aligns with Part C of the Individuals with Disabilities Education Act (IDEA), is supported by an IGA among six agencies. This IGA outlines agency responsibilities and helps coordinate services for young children with developmental delays. The following agencies are involved in the IGA:

- Department of Economic Security (DES)
- Arizona Department of Education (ADE)
- Arizona Department of Health Services (ADHS)
- Arizona Health Care Cost Containment System (AHCCCS)
- Department of Child Safety (DCS)
- Arizona State Schools for the Deaf and the Blind

Each agency has a specific role. For example, ADE oversees the transition of children aged three to preschool, AHCCCS provides funding for early intervention programs (EIP), and DCS is required to notify DES when it obtains custody of a child who may benefit from EIP services [96]. These agreements help AzEIP services run smoothly. A separate agreement between DDD and AzEIP supports internal coordination, while an interagency agreement with ASU provides equity reviews and policy recommendations to strengthen AzEIP's practices [97][98]. Also related to education is the Special Education Advisory Panel (SEAP), which was established by the state to advise the State Board of Education on developing and implementing policies to address the unmet needs of students with disabilities and better coordinate services for these students. Members of SEAP are appointed by the governor and include a broad range of stakeholders—individuals with disabilities, parents of children with disabilities, teachers, education officials, and representatives from agencies or organizations that provide services to children with disabilities [99].

The Arizona Community of Practice on Transition (AZCoPT) is a statewide partnership made up of representatives from various agencies and organizations. This group works together to improve transition services for youth with disabilities as they move from school into adulthood [100]. AZCoPT supports the development of Local Communities of Practice on Transition (LCoPT) across the state. These local groups collaborate with community partners to address their region's transition needs. There are LCoPTs located throughout Arizona, and AZCoPT continues to encourage the formation of

more. To improve post-educational outcomes for youth with disabilities, AZCoPT brings together agencies and service providers to

- evaluate the effectiveness of Arizona's current transition system,
- recommend data-driven policy and program improvements, and
- maintain a publicly available transition guide that offers helpful information and resources for students with disabilities and their families [101].

Core partners include:

- Arizona Department of Education (ADE) Exceptional Student Services
- Department of Economic Security (DES) Vocational Rehabilitation (VR) and Division of Developmental Disabilities (DDD)
- Arizona Department of Health Services (ADHS)
- Arizona Health Care Cost Containment System (AHCCCS)
- Department of Child Safety (DCS)
- Employment First
- Arizona Statewide Independent Living Council (AZSILC)
- Raising Special Kids
- Diverse Ability Inc.
- Navajo Nation VR
- The University of Arizona Sonoran Center for Excellence in Disabilities[102]

ARIZONA@WORK is the state's workforce development network. Its goal is to help both employers and job seekers meet their employment needs. The program offers free employment services, including job training, apprenticeships, vocational rehabilitation, resume assistance, and access to assistive technology (AT) [103]. In addition, Local Workforce Development Boards (WDBs) operate in every region of the state, including areas that serve the nineteen Tribal Nations. Each WDB works closely with ARIZONA@WORK and the state VR program to cross-train staff, share information, and deliver integrated employment services through One-Stop job centers across the state [104][105][106][107][108][109][110][111][112][113][114][115][116].

Arizona also has several councils and coalitions that work together to improve disability services. The Arizona Statewide Independent Living Council (AZSILC) includes members with disabilities and works with RSA and Centers for Independent Living (CILs) to implement the State Plan for Independent Living (SPIL) [117]. The 2025–2027 SPIL plan emphasizes advocacy, emergency preparedness, and cross-agency collaboration with partners such as Arizona Developmental Disabilities Planning Council (ADDPC), the Arizona Department of Health Services (ADHS), Diverse Ability Inc., Disability Rights Arizona (DRAZ), and The Arc of Arizona [118]. Two CILs—Ability360 and Direct Center for Independence—also work with DDD to provide self-advocacy and self-determination workshops [10]. In addition, Arizona's State Rehabilitation Council advises and evaluates the VR program, working closely with AZSILC and CILs to coordinate planning and gather community input [119]. The Developmental Disabilities Advisory Council

(DDAC) also plays a key role in shaping services. It includes individuals receiving DDD services, parents of children with I/DD, service providers, and representatives from advocacy organizations. The council advises DDD on service delivery, policy, and supports to ensure services reflect the needs of the disability community [120].

Raising Special Kids serves as Arizona's Parent Training and Information (PTI) Center, established under Part D of the Individuals with Disabilities Education Act (IDEA). As a PTI Center, Raising Special Kids is funded by a U.S. Department of Education grant [121]. The organization supports parents of children with disabilities by offering a wide range of programs to provide information, training, and resources [122]. Finally, AZ Links, maintained by DES's Division of Aging and Adult Services, is Arizona's Aging and Disability Resource Center [123]. It partners with DDD, AHCCCS-ALTCS, Area Agencies on Aging, and CILs to help individuals with disabilities find and connect to available services [124].

Quality Assurance (optional):

Service Protections

Arizona maintains a comprehensive framework of quality assurance systems to ensure the safety, dignity, and rights of individuals with I/DD across healthcare, support, and community service settings.

The Arizona Health Care Cost Containment System (AHCCCS) has several systems in place to ensure that healthcare services are safe and high quality. One major initiative focuses on improving coordination and communication among AHCCCS programs and healthcare providers [125]. In addition, AHCCCS works with an external quality review organization to monitor and evaluate the performance of its contracted managed care organizations [126]. AHCCCS also requires these providers to follow strict policies related to staff hiring practices, quality improvement, and staff training[127]. These policies are designed to prevent abuse and improve incident reporting and investigations. The Arizona Department of Health Services (ADHS) also plays a role in ensuring quality care. Its Division of Licensing Services is responsible for monitoring and regulating healthcare and childcare providers in Arizona, which includes conducting inspections and investigations of these providers to ensure safety and quality of care. The division includes several licensing bureaus, each focused on specific types of providers, such as assisted living homes, long-term care facilities, and childcare centers. Each bureau is in charge of making sure providers meet safety standards and follow the rules[128].

The Division of Developmental Disabilities (DDD) has several committees that help monitor and improve its services. These include Developmental Disabilities Advisory Council (DDAC), the Governance Committee, and the Member Advocacy Council (MAC). DDAC advises the assistant director of DDD by sharing feedback from individuals with intellectual and developmental disabilities (I/DD), their families, and service providers. The Governance Committee and MAC are both made up of people who receive DDD services, family members, advocates, and DDD staff. The Governance Committee works with DDD on strategic planning and identifying areas of improvement, while MAC collects input from members and looks into challenges and barriers that affect service quality[129]. The Department of

Child Safety (DCS) also works to support children with developmental disabilities. When placing DDD-eligible children in out-of-home care, DCS prioritizes placing them in homes that meet their unique needs[130]. Foster homes that care for children with I/DD may be required to become licensed as a Child Developmental Homes. These foster parents must complete training determined by DDD to ensure they are equipped to provide care[131]. DCS also offers training for its staff on how to help children with developmental disabilities access appropriate foster placements[130].

The SABE-SARTAC Accessible Communications Project is a collaboration led by the Sonoran Center, Self Advocates Becoming Empowered (SABE), and the Self Advocacy Resource and Technical Assistance Center (SARTAC). Its goal is to make resources for individuals with I/DD more accessible by promoting the use of plain language[90]. One example of this work is a publicly available presentation from SARTAC that explains what plain language is, why it matters for people with I/DD, and how organizations can start using it[132]. The project encourages organizations to make their written materials easier to understand, which helps ensure that more individuals with I/DD can use the resources and services available to them.

Many organizations in Arizona offer support for individuals with disabilities and their families. These services include training in leadership and self-advocacy, guidance on legal rights and available resources, and help with person-centered planning. Some programs focus on helping families navigate the healthcare system, understand educational rights, develop advocacy skills, and use positive behavior support strategies[133]. Others are designed specifically for youth with disabilities to develop their leadership and advocacy skills, offering opportunities to build self-advocacy and leadership skills through events, workshops, and conferences[134][73].

Financial Protections

Both AHCCCS and DDD require in-home service providers to use Electronic Visit Verification (EVV) to ensure service accuracy and prevent fraud. EVV records information such as the type of service provided, the recipient and provider, and the location, date, and time of the service. This system helps ensure services are delivered as expected and prevents billing fraud, reducing the risk of financial exploitation[135].

Safety Protections

Disability Rights Arizona (DRAZ) is the state's designated protection and advocacy agency for individuals with disabilities. It is responsible for investigating allegations of abuse and neglect in both state-run and privately operated facilities. When abuse is confirmed, DRAZ advocates for changes to the facility's policies, procedures, and practices to prevent future harm. Anyone who suspects abuse or exploitation can submit a report to DRAZ, under their own name or anonymously[136]. In addition to investigations, DRAZ provides legal counsel on potential violations of the Americans with Disabilities Act (ADA) and other civil rights laws to help support people with disabilities who believe their rights have been violated[72].

The Department of Economic Security (DES) operates the Long-Term Care Ombudsman Program (LTCOP), which advocates for the rights of residents in long-term care facilities. When a resident raises a concern, LTCOP is responsible for investigating and resolving the issue[137]. DDD also has its own incident reporting procedures as a part of its quality management system. When an incident—such as abuse, neglect, exploitation, or a rights violation—occurs, DDD requires providers to report it to DCS or Adult Protective Services (APS) if appropriate. Providers must also remove all staff involved in the incident during the investigation and ensure replacement staff or back-up plans are in place, so services continue without interruption. Incidents must be reported within 24 hours or one business day, depending on severity. Once DDD receives the report, staff determine whether the incident meets criteria for a Quality of Care Concern (QOC), which indicates that the provider is operating below the professional standards of care[138].

APS helps protect vulnerable adults, including individuals with I/DD, from abuse, neglect, and self-neglect. APS assists individuals in unsafe situations and offers resources to remove them from harm. The agency also has a quality assurance unit that gathers feedback from victims to improve how investigations are handled and to strengthen outcomes. Additionally, APS maintains a registry of individuals who have been found responsible for abusing vulnerable adults. Service providers can use this registry to avoid hiring those individuals and help ensure safer care environments[139].

DCS offers a home visitation program called Healthy Families Arizona (HFAz) for at-risk families of children from newborn to age five. The program's goal is to prevent child abuse and neglect by supporting parents through the early years of their child's life. HFAz provides emotional support and parenting education, developmental screenings and referrals to disability services, and connections to community resources such as healthcare, childcare, and housing services when needed[140].

Several interagency collaborations aim to improve services for Arizonans with disabilities. For example, the Arizona Coalition to End Sexual and Domestic Violence (ACESDV) partners with ADDPC to provide education and training to organizations that support individuals with I/DD. These efforts focus on preventing and responding to sexual violence against people with I/DD[141].

Together, these initiatives reflect Arizona's ongoing commitment to protecting the rights of individuals with disabilities and ensuring that services are safe, person-centered, and continuously improved through interagency collaboration.

    Education/Early Intervention (optional):

Arizona's Early Intervention Program (AzEIP), a branch of the Department of Economic Security (DES), aims to identify and support every child from birth to age three who is experiencing developmental delays. AzEIP offers many resources to help parents track their child's development, including the Centers for Disease Control (CDC) "Learn the Signs, Act Early" program, which features a Milestone Tracker app[142]. Children can be referred to AzEIP through an online portal or by visiting DES office in person[143]. Most screening services and pediatricians use the Ages and Stages Questionnaire (ASQ) to

assess whether children are meeting key developmental milestones. Parents can also use this tool to assess their own child's development and initiate a referral if needed. Once a referral is made, a Service Coordinator will schedule a meeting with the family. Two early intervention professionals may participate in the meeting to determine eligibility. To qualify for AzEIP, a child must demonstrate a significant developmental delay, defined as not meeting 50% or more of their expected developmental milestones[12].

If AzEIP determines that a child is ineligible for services, the family will be provided with a list of alternative resources. If the child is found eligible, the family will have the opportunity to share their goals and describe the child's needs. AzEIP will then identify appropriate supports to address those needs and help the child achieve developmental progress. These details are documented in an Individualized Family Service Plan (IFSP), which is reviewed every six months or sooner upon the family's request. Services outlined in the IFSP are funded through all available sources, including the family's private insurance, Arizona Health Care Cost Containment System (AHCCCS) health plans, or Arizona Long-Term Care System (ALTCS) services[144].

Some children with developmental disability may qualify for Division of Developmental Disabilities (DDD) or ALTCS services even if they do not qualify for AzEIP. This is typically due to congenital disabilities that significantly impair mobility or require substantial medical support[12].

If a family authorizes the sharing of personal information, AzEIP will automatically screen for DDD eligibility; however, this does not guarantee enrollment in DDD services. Some children do receive support from DDD in the transitionary period. In the 2023-2024 evaluation year, 4,596 AzEIP-eligible children are already receiving support from DDD[143].

Arizona tribes have the option to either participate in the statewide AzIEP program or operate their own early intervention programs. These tribal programs are funded by AzEIP and must provide a minimum level of services comparable to the statewide program. AzEIP also requires that providers complete AzEIP-approved training. Some differences exist between Tribal programs and statewide programs—for example, many Tribal programs screen children from birth to age five, while AzEIP statewide focuses on children from birth to age three[12][145].

AZ Find (also known as Child Find) is a program under the Arizona Department of Education (ADE) that is responsible for identifying all children with disabilities from three through 21. This includes children who are homeless, migrants, or homeschooled. The program is implemented through public school districts. Within 45 days of a child's enrollment in school, the school is required to screen the student for potential disabilities. If any concerns arise, parents must be notified within 20 days, and the child must be referred for further evaluation. Private and charter schools are required to offer screening and evaluation services in place of public-school services for children not enrolled in the public school system. However, public-school districts still provide oversight to ensure all students within their region are screened [146].

Once identified, children between the ages three and five with developmental delays or disabilities may attend developmental preschools. Each school district is required to offer developmental preschool programs to all eligible children within its geographic region. These programs typically operate two sessions per day, three to four times a week—one in the morning and one in the afternoon[12][147].

As children transition into school age, they are guaranteed a Free and Appropriate Public Education (FAPE) under Section 504 of the Rehabilitation Act. Schools outline the services and supports for students with disabilities through Individualized Education Plans (IEPs) or 504 Plans[148]. At the beginning of the school year, or whenever families or faculty deem it necessary, a team of educators will create or revise the student's IEP or 504 plan. An IEP outlines the student's disability or disabilities, educational goals, and the specific supports and accommodations needed to help the student meet those goals. These plans are detailed, including who will provide the services, where they will be delivered, and for how long [72]. A 504 plan includes modifications to instruction, the removal of barriers to grade advancement, and assistive technologies that may be needed. The plan also identifies the individual responsible for implementing the outlined supports. Both IEPs and 504 Plans include procedures for students and families to follow if they believe the plan is inadequate or not being followed. Teachers and school staff are required to adhere to the supports and accommodations specified in either plan.

To become certified as a teacher in Arizona, early childhood educators must demonstrate proficiency in recognizing both typical and atypical child development. This knowledge is assessed through the Arizona Educator Proficiency Assessment (AEPA), which all prospective teachers are required to pass to receive their teaching certification [149]. The Arizona Department of Education (ADE) offers professional development courses for both general and special education teachers. These courses satisfy mandatory professional development requirements and explore strategies for including students with disabilities in general education classrooms [147]. KnowledgeWorks, a national education organization, also offers professional development opportunities in Arizona [150]. Both ADE and KnowledgeWorks focus on promoting learner-centered classrooms, which support more individualized accommodations for students with disabilities.

Housing (optional):

All individuals with developmental and intellectual disabilities (I/DD) deserve to live in the least restrictive environment possible. For many, this means living independently in their own homes. For others, it may require alternative housing arrangements that offer additional support. There are five main types of housing options available to individuals with I/DD. The following is a list of these options, ordered from least to most restrictive.

- Independent Living – In this setting, individuals live on their own with little to no in-home support. They may live alone or with roommates and are responsible for all living expenses.

Some individuals may receive habilitation services or other home and community-based supports to help them live independently.

- Developmental Homes – These are licensed family homes approved by the Division of Developmental Disabilities (DDD). They provide room and board, supervision, and skill-building support to up to three individuals with I/DD in a family-like setting.

- Assisted Living – For individuals who need more structured help with daily activities such as bathing, dressing, and housekeeping, assisted living facilities offer support from trained staff in a residential environment.

- Skilled Nursing Facility – These facilities provide 24/7 access to licensed nursing staff for individuals who require intensive medical care or rehabilitation. They are appropriate for individuals with complex health needs that cannot be met in less restrictive environments.

- Intermediate Care Facility (ICF) – ICFs offer continuous, active treatment for individuals with significant developmental disabilities. Admission to an ICF must be approved by the DDD assistant director and is intended for those who need a highly structured and medically integrated environment[10].

All Arizonans are protected under the Fair Housing Act, which prohibits landlords from discriminating against individuals based on their disability status. This law requires landlords to provide reasonable accommodations and, in some cases, allow reasonable modifications to ensure equal access to housing. Examples of modifications include replacing door handles, installing ramps, lowering shower or bathtub thresholds, and adding grab bars or railings. Disability Rights Arizona provides legal resources and counsel to individuals seeking housing modifications or advocating for their rights under the Fair Housing Act[72].

In some cases, home modifications can be expensive and significantly impact a property. When this happens, ALTCS members can talk to their support coordinator and request assistance. The support coordinator will conduct a needs assessment to determine whether the housing modification is medically necessary, or if the issue can be addressed using durable medical equipment or other supports. In 2024, there were 387 requests for medically necessary home modifications. Of those, 237 projects were completed, while the remaining 150 requests were closed for various reasons. Specifically, 45 requests were denied because the modifications were not considered medically necessary, and 66 were resolved with medical equipment instead of structural changes. Other significant modifications must be paid for out of pocket by the individuals requesting them[10].

DDD owns and maintains 30 Section 811 integrated housing units in Maricopa County. These units are available as Permanent Supportive Housing (PSH) for eligible DDD members[151]. PSH provides decent and safe housing within the community, with affordable, subsidized rents. Tenants may remain in these units as long as they meet the "basic obligations of tenancy." DDD also partners with Arizona Housing and Urban Development (HUD) to offer additional housing support for qualifying individuals.

Under this program, eligible DDD members pay only 30% of their income toward rent. To qualify, individuals must

- be between the ages of 18 and 62,
- have HUD-qualifying income, and
- have a documented housing need in their Person-Centered Plan (PCP).

This housing support is funded through a $6 million Section 811 Project Rental Assistance (PRA) grant [11].

In October 2024, AHCCCS launched the Housing and Health Opportunities (H2O) program. This initiative aims to provide PSH for individuals experiencing chronic homelessness, which often leads to significant health complications. To qualify as chronically homeless, individuals must have spent at least one year without stable housing within the past three years and have a disabling condition, which may include I/DD and other types of disabilities. The H2O program is still in its early stages, and its full impact has not yet been thoroughly documented[152].

DDD partners with local housing authorities in Maricopa County and Tucson to provide housing vouchers. These vouchers help DDD members pay for housing within the region, allowing them to choose where and with whom they want to live while maintaining affordable rent [151]. Additionally, many community organizations across Arizona offer shelter services and other housing supports that are vital for populations experiencing homelessness, especially those with disabilities. However, the availability of these services varies by region and is not consistent statewide.

Transportation (optional):

Accessible public transportation in Arizona includes design features for people with disabilities, programs that reduce or eliminate fares, and travel training support. These features are primarily concentrated in the Phoenix and Tucson metropolitan areas. Paratransit services are also available across much of the state.

In the Phoenix area, the Valley Metro system offers several accommodations for individuals with disabilities. All Valley Metro buses and light rail vehicles are equipped with features to support environmental accessibility, including level boarding areas, ramps, securement areas for mobility devices, and audio announcements for stops [153]. To address cost barriers, Valley Metro provides a reduced fare program for individuals with disabilities, including individuals with developmental disabilities (I/DD). Additionally, certified ADA-eligible riders can apply for an ADA (Americans with Disabilities Act) Platinum card, which allows both the rider and a personal care attendant to ride for free on all local buses, express routes, and light rail [154][155].

Tucson's public transportation system, Sun Tran, includes several accessible transit options such as Sun Van, Sun Link, and the Sun Shuttle [156]. All Sun Tran buses are designed for accessibility, including ramps, audio stop announcements, space for at least two mobility devices, and securement loops [157].

Sun Van is a shared, door-to-door paratransit service for individuals certified as ADA Paratransit eligible. Riders can reserve trips one to seven days in advance and may bring a personal care attendant or guest. However, both the pick-up and drop-off locations must be within three-quarters of a mile of a Sun Tran fixed route [156][158]. For those needing transportation outside of Tucson's city limits, the Sun Shuttle Dial-a-Ride offers a similar service. It functions like Sun Van and serves surrounding areas with the same eligibility and scheduling requirements[159]. All of these services—Sun Tran, Sun Van, Sun Shuttle, and Sun Link—are fare-free for all riders [157].

Both Valley Metro and community organizations offer free, personalized travel training to help individuals with disabilities navigate public transportation and plan their trips [160][161]. In Tucson, similar programs are available. For example, the Direct Advocacy and Resource Center provides travel training for Vocational Rehabilitation (VR) program members in Pima County. This training helps participants learn how to plan routes, read bus schedules, find the nearest bus stops, and stay safe while using public transportation[162]. Sun Tran also offers a virtual "Learn to Ride" program, along with an instructional booklet, to help riders understand how to use both Sun Tran and Sun Link systems[163].

The Northern Arizona Council of Governments has included plans in its 2022–2026 Transportation Investment Plan to use Federal Transit Administration Section 5310 funds to improve transportation services for seniors and people with disabilities. These funds will be used for a variety of purposes, including purchasing vehicles, covering maintenance costs, paying for drivers and fuel, and expanding and improving transportation services across the region[164].

Paratransit services are available in most counties across Arizona. In the Phoenix metropolitan area, Valley Metro and other community programs offer both curb-to-curb and door-to-door dial-a-ride services. Valley Metro also offers RideChoice, a flexible option that allows users to schedule same-day rides without the need to book in advance or share the vehicle with other passengers[165][166]. Beyond the Valley, various organizations offer transportation services for people with disabilities in their respective regions. Service areas include Tuba City and surrounding communities; Yavapai and Mohave Counties; Pima, Graham, Greenlee, Cochise, and Santa Cruz counties; Flagstaff; and Yuma County[167] [168][169][170][171].

Statewide, the Division of Developmental Disabilities (DDD) offers non-emergency medical transportation (NEMT) to members who are unable to secure transportation on their own. This service is available when the medical or behavioral health appointment is covered by DDD and the ride is to and from an Arizona Health Care Cost Containment System (AHCCCS)-registered provider[172]. For drivers with autism, the Arizona Department of Transportation (ADOT) offers the Blue Envelope Program to help ensure safe and clear communication during traffic stops. The blue envelopes, available for free at all ADOT Motor Vehicle Department locations, contain the driver's essential documents and include clear instructions for both the driver and the police officer. The goal is to reduce confusion and safety risks by guiding both parties through the interaction [173]. Additional transportation resources are available through Arizona Achieve, an advocacy organization for Arizonans with disabilities. Arizona Achieve provides a website where users can search for accessible

transportation services in their area, along with videos about transportation rights under the Americans with Disabilities Act (ADA) and how to advocate for better transportation access[174].

As part of Arizona's Vocational Rehabilitation (VR) program, case managers can help clients access and pay for transportation resources needed to achieve their employment goals or attend planned services, as outlined in their Individualized Plan for Employment (IPE). The VR program can assist with using public transportation services, including paratransit, and, when public transportation is not feasible, may cover additional expenses such as vehicle repairs, mileage reimbursement, transportation alternatives (such as bicycles), parking passes, airfare, and moving costs. For example, VR may pay for a driving assessment and driving lessons through an approved external organization. VR will only fund the lowest-cost transportation option appropriate for the individual's needs, and the service must be necessary to support participation in VR services or help the client achieve the employment outcomes in their Individualized Plan for Employment[175].

Another transportation option for individuals who cannot drive due to a disability is the use of ridesharing or ride-hailing services, such as Uber, Lyft, or automated vehicles. Uber is an on-demand service that allows riders to request transportation using a smartphone app. The company has guidelines that emphasize respect for riders with disabilities and promotes inclusive and accessible transportation[176]. Similarly, Lyft also operates through a smartphone app and is committed to accessibility through anti-discrimination policies and driver guidelines for assisting riders with disabilities[177]. Both services rely on independent drivers who choose when and where they work, so availability depends on how many drivers are operating in a particular area at any given time [178][179]. In addition to traditional rideshare options, Arizona also offers a newer form of transportation: automated, driverless vehicles. These self-driving cars can be requested through services like Waymo, which currently operates in the Phoenix area. Riders can use an app to schedule a ride and be transported by a fully autonomous vehicle without a human driver[180].

Together, these services help ensure that people with disabilities across Arizona can access their communities safely and affordably.

Childcare (optional):

Most childcare in Arizona is not part of a centralized system. The Arizona Department of Economic Security (DES) provides childcare assistance to families earning at or below 165% of the federal poverty level, provided they can demonstrate a need for care. Services are available on a first-come, first-served basis, and as of 2025, 2,563 families were on the waiting list[181]. Some children receive priority placement, such as those in foster care or whose parents are in the justice system. Once accepted into the program, families receive a childcare subsidy or waiver that can help cover the cost of eligible childcare providers [12]. They can then select from among DES-licensed childcare facilities.

Arizona DES funds a program called Child Care Resource and Referral (CCR&R). This service helps families search for childcare providers using a variety of filters, including quality star ratings,

scholarships and funding availability, and DES voucher eligibility. CCR&R includes listings for providers experienced in serving children with specific developmental disabilities, such as ADHD or Down Syndrome. In addition to connecting families with care, CCR&R offers information on how to become licensed as a childcare provider and supports those interested in obtaining a CCR&R specific group home license[182].

There are two main early childhood education organizations in Arizona: First Things First (FTF) and Head Start. FTF is a state agency funded by a tobacco tax and distributes this funding through regional councils. These councils award grants and scholarships to individuals and organizations that are expected to have the greatest impact in their communities[12]. FTF also supports childcare centers and preschools through Quality First, an accreditation and support program. Quality First assesses what resources providers need, helps to fund those resources, and rates providers on a five-star scale. These ratings help identify areas for improvement and inform parents about the quality of their childcare services. All FTF-funded childcare providers are required to offer screening services to identify delays or disabilities[183]. As of 2025, there are 1455 FTF-funded childcare providers in Arizona[184].

Head Start is a federal program designed to help children meet developmental milestones and prepare for elementary school. It offers free preschool services to children ages three to five from families living below the poverty line. In Arizona, Head Start funded 39 programs in 2024, serving a total of 11,666 preschool children and 11,088 Head Start-eligible children[185]. By federal requirement, at least 10% of enrolled students in each program must have a diagnosed disability[12]. As of April 1, 2025, following staffing reductions at the U.S. Department of Health and Human Services, the Region 9 Head Start office has taken on a larger service area. It remains unclear how this will affect Head Start Services in Arizona.

The Arizona Department of Health Services (DHS) oversees childcare facility licensing through the Bureau of Child Care Facilities Licensing. DHS establishes rules and guidelines that childcare providers must follow to ensure health and safety. These include limits on the number of children per caretaker, qualifications for staff, and facility safety standards[186].

In addition to licensed facilities, individual families can apply for DHS certification to operate group home childcare for up to four children. Childcare vouchers may be used to pay for this type of care. While group home providers are not required to have formal knowledge of developmental milestones, they typically care for fewer children and may offer more individualized attention.

Most population centers across Arizona have community centers that provide additional childcare education and support. These include parenting classes, support groups, developmental screenings, and occasional childcare services. Some also offer opportunities for family advocacy and community engagement, depending on the region [10][32][40][181][187][188][189][190][191].

The Arizona Department of Education (ADE) offers the Nita M. Lowey 21st Century Community Learning Centers (21st CCLC) grant, which helps fund afterschool programs and extracurricular

partnerships for students across the state. In the 2025 fiscal year, 238 organizations received this grant. This funding supports out-of-school programs that offer academic enrichment and non-curricular learning opportunities for students [192]. Outside of this grant, most afterschool programs are funded at the school district level. The Arizona Center for Afterschool Excellence plays a key role in promoting quality standards by accrediting afterschool programs through a voluntary application process. The organization also provides professional development for staff and advocates for increased funding and support for out-of-school programs [193]. Currently, there are no statewide requirements for afterschool or before-school programs to provide specific accommodations for children with intellectual and developmental disabilities (I/DD).

The Children's Action Alliance (CAA) is a political advocacy organization that promotes access to high-quality childcare for all children, including those with disabilities [194].

Recreation (optional):

I/DD-Specific Programs

Arizona offers a wide range of sports and recreational activities tailored to both children and adults with intellectual and developmental disabilities (I/DD), provided by numerous organizations across the state.

Sports

Arizona offers many programs that provide both team and individual sports opportunities for people with I/DD, with options ranging from recreational to competitive levels. However, the availability of specific sports varies by region, as not all organizations operate statewide, and those that do may not offer the same services in every area. One example is Special Olympics Arizona, which operates throughout the state and offers a wide range of sports, including basketball, flag football, swimming, softball, soccer, tennis, skiing, volleyball, powerlifting, and cheerleading [195]. Despite its statewide presence, Special Olympics Arizona divides its programs into regional service areas, and the variety of available sports differs across regions. For instance, the eastern Arizona region currently offers the fewest sports options [196].

Some organizations in Arizona serve only specific regions, particularly in the Phoenix metropolitan area. Several of these are dedicated to individuals with I/DD. One such organization, Arizona Disabled Sports, offers training and competitive opportunities in a wide range of activities, including soccer, swimming, tennis, aquatics, cheerleading, track and field, basketball, golf, floor hockey, bowling, and bocce ball [197]. Another organization, One Step Beyond Inc., has a competitive ice hockey team. For individuals receiving services from the Division of Developmental Disabilities (DDD), the enrollment fee for this program may be covered by the state [198][199].

Water Sports

Water sports are also available for individuals with I/DD, including activities such as kayaking, fishing, tubing, waterskiing, wakeboarding, boating, and wakesurfing. These adaptive and accessible activities are offered by Arizona Adaptive Water Sports, a nonprofit organization that specializes in serving people with cognitive and physical disabilities. The organization hosts events at various lakes throughout Arizona, including Lake Havasu, Bartlett Lake, Watson Lake, Lake Powell, Lynx Lake, and Kaibab Lake [200][201].

Recreation

For individuals with I/DD, a variety of recreational programs are available across Arizona. One common option is adult day programs, which allow adults with I/DD to participate in independent and group activities during the day. For example, the Arizona Recreation Center for the Handicapped, based in Phoenix, serves adults with I/DD who receive DDD funding, offering games, arts and crafts, group outings, performances, sports, and guest speakers. Individuals who do not receive DDD funding may also participate for $3 per day or $50 per month. The same organization offers an after-school version of the program for children with I/DD, which follows a similar structure [202]. Another program in Tucson is available only to individuals eligible for the Arizona Long Term Care System (ALTCS) and referred by a support coordinator. This program emphasizes building independent living, communication, and social skills through recreational activities [203]. Similar programs are available in other parts of the state, including Yuma, Coconino, and Graham counties [204][205].

Another example of recreational programming for people with I/DD is the Opportunity Tree, a youth program in the Phoenix metro area designed for those preparing to transition out of school. In addition to activities such as sports, crafts, and group outings, this program includes cooking classes and supports the development of life and vocational skills through recreation [206]. There are also programs in the region focused specifically on the arts. One Step Beyond, located in the Valley, offers a variety of performing and fine arts opportunities, including drawing, painting, ceramics, theater, dance, and music [207].

Inclusive Recreation Programs

Sports and Fitness

In addition to programs specifically tailored for people with I/DD, there are inclusive recreational opportunities designed for people with all types of disabilities, regardless of classification.

For example, in Phoenix, Ability360 operates a fully accessible sports and fitness center that has classes and sports that primarily serves individuals with physical disabilities but is also inclusive of those with I/DD. The center offers a wide range of team sports and fitness classes, available both online and in person [75][208]. In addition to these classes, Ability360 provides recreational therapy sessions aimed at enhancing participants' overall quality of life. These 30-minute sessions, priced between $20 and $25 depending on membership status, help clients work toward individualized goals—such as improving

self-confidence, mobility, communication skills, or general health and wellness—through personalized recreational activities aligned with their interests [209].

There are also sport-specific programs throughout the state. For instance, the Lake Havasu Golf Club in Mohave County offers adaptive golf instruction for individuals with disabilities and hosts an adaptive golf sports day [210].

Outdoor Recreation

Finally, several outdoor programs in Arizona are accessible to individuals with disabilities, offering inclusive ways to enjoy nature and stay active. In Coconino County, High County Adaptive Sports provides adaptive access to a range of outdoor activities, including hiking, kayaking, mountain biking, rock climbing, and snow sports. Each activity is led by trained professionals and includes all necessary adaptive equipment to ensure safety and accessibility. Program costs range from $110 to $250 for winter activities and $20 to $135 for summer activities, with need-based scholarships available to help offset the expense [211]. A similar program based in Phoenix offers a variety of adaptive outdoor activities such as group hikes, biking, kayaking, and rock climbing. Pricing for these activities varies widely depending on the complexity of the activity. For example, introductory rowing sessions are free for members, while group hiking sessions cost $10 per participant. More advanced activities, such as higher-level rowing sessions, range from $200 to $250, and a multi-day rafting expedition is available for $3,750 per person [212].

References

1. *DP05: ACS Demographic and … - Census Bureau Table*. (n.d.). Retrieved May 2, 2025, from

    https://data.census.gov/table/ACSDP1Y2023.DP05?q=Population+and+Race+in+Arizona+in+20

    23

2. Larson, S. A., Lakin, K. C., Anderson, L., Kwak, N., Lee, J. H., & Anderson, D. (2001). Prevalence of

    mental retardation and developmental disabilities: Estimates from the 1994/1995 National

    Health Interview Survey Disability Supplements. *American Journal of Mental Retardation:*

    AJMR, *106*(3), 231–252.

3. National Center for Health Statistics. (2023). *Data Brief 473*.

    https://www.cdc.gov/nchs/data/databriefs/db473-tables.pdf#1

4. United States Census Bureau. (n.d.). *S0101 Age and Sex*. Retrieved May 27, 2025, from

    https://data.census.gov/table?q=Arizona+age+

5. *RISP State Profiles FY 2020 | Arizona*. (n.d.). Retrieved April 25, 2025, from

    https://publications.ici.umn.edu/risp/state-profiles/arizona

6. *S1810: Disability Characteristics—Census Bureau Tables*. (n.d.). Retrieved May 14, 2025, from

    https://data.census.gov/table?q=S1810:%20Disability%20Characteristics

7. *S1811: Selected Economic … - Census Bureau Table*. (n.d.). Retrieved April 25, 2025, from

    https://data.census.gov/table/ACSST1Y2023.S1811?q=S1811:+SELECTED+ECONOMIC+CHARAC

    TERISTICS+FOR+THE+CIVILIAN+NONINSTITUTIONALIZED+POPULATION+BY+DISABILITY+STATUS

8. Arizona Healthcare Cost Cointainment System. (n.d.). *Available Health Plans*. Arizona Healthcare

    Cost Containment System. https://www.azahcccs.gov/healthplans

35

9. Arizona Healthcare Cost Containment System. (n.d.). *COVERED CONDITIONS IN THE CRS PROGRAM MEDICAL ELIGIBILITY PURSUANT TO A.A.C. R9-22-1303*. Arizona Healthcare Cost Containment System.

    https://www.azahcccs.gov/Members/Downloads/CRS/QualifyingMedicalConditions.pdf

10. Arizona Department of Economic Security. (2024). *Family Support Annual Report July 1, 2023—June 30, 2024* (Family Support Annual Report, pp. 1–43). Department of Economic Security.

    https://des.az.gov/sites/default/files/media/DDD_F

11. Arizona Department of Economic Security. (2024). *Division of Developmental Disabilities Arizona Long Term Care System (ALTCS) Member Handbook* (2024th–2025th eds.). Arizona Department of Economic Security. https://des.az.gov/sites/default/files/dl/DDD-0465A.pdf

12. Clancey, S. (2025, May 3). *Meeting Notes 5/2/25*.

    https://mail.google.com/mail/u/3/#sent/KtbxLrjVklZpvjQlzkPVGsXcPSmGknvnBV

13. Arizona Health Care Cost Containment System. (2025). *AHCCCS Population by Category*. Arizona Health Care Cost Containment System.

    https://www.azahcccs.gov/Resources/Downloads/PopulationStatistics/PopulationbyCategory05012025.pdf

14. Arizona Health Care Cost Containment System. (2025). *AHCCCS Population by Health Care Contractor*. Arizona Health Care Cost Containment System.

    https://www.azahcccs.gov/Resources/Downloads/PopulationStatistics/PopulationbyContractor05012025.pdf

15. Caring Connections for Special Needs. (n.d.). *Improving the Lives of Children and Families*. Caring Connections for Special Needs. Retrieved May 11, 2025, from https://ccsneeds.com/

16. Family Involvement Center. (n.d.). *Youth programs for individuals experiencing social, emotional or behavioral health challenges*. Family Involvement Center. Retrieved May 29, 2025, from https://www.familyinvolvementcenter.org/help-me/greatness-kids-club

17. Kaibab Behavioral Services. (n.d.). *Kaibab Behavioral Services PLLC*. Kaibab Behavioral Services. Retrieved May 11, 2025, from https://kaibabaz.com/

18. Arizona Division of Developmental Disabilities. (n.d.). *Navigating the System Guide for Members and Families 2024-2025*. Arizona Department of Economic Security. Retrieved April 6, 2025, from https://www.tucsonres.org/wp-content/uploads/2024/12/DDD-1260A.pdf

19. Arizona Healthcare Cost Containment System. (2021, July 12). *Fee-For-Service Provider Billing Manual*. Arizona Healcare Cost Containment System. https://www.azahcccs.gov/PlansProviders/Downloads/FFSProviderManual/MasterFFSManual.pdf

20. Arizona Health Care Cost Containment System. (2024). *Annual HCBS Report Contract Year Ending 2023 (October 1, 2022—September 20, 2023)* (p. 28). https://www.azahcccs.gov/Shared/Downloads/HCBS/HCBSAnnualReportforCYE2023.pdf

21. Arizona Healthcare Cost Containment System. (n.d.). *Children's Rehabilitative Services (CRS)*. Arizona Healthcare Cost Containment System. https://www.azahcccs.gov/Members/GetCovered/Categories/CRS.html

22. Nikkol, A. (2025, May 10). *Meeting 4/30/25*.

    https://mail.google.com/mail/u/0/?ogbl#sent/QgrcJHsTnPnFlPZCpjZrJQccPdhzXmqkBXV

23. Arizona Department of Economic Security. (n.d.). *Determine Eligibility*. Arizona Department of

    Economic Security. Retrieved March 8, 2025, from

    https://des.az.gov/services/disabilities/developmental-disabilities/determine-eligibility

24. Arizona Division of Developmental Disabilities. (2025). *DDD Member Categories | Arizona*

    Department of Economic Security. Arizona Department of Economic Security.

    https://des.az.gov/services/disabilities/developmental-disabilities/individuals-and-

    families/ddd-member-categories

25. Arizona Department of Economic Security. (n.d.). *DDD Health Plans Information*. Arizona

    Department of Economic Security. Retrieved March 31, 2025, from

    https://des.az.gov/services/disabilities/developmental-disabilities/individuals-and-

    families/supports-and-services/ddd-health-plans-info

26. Arizona Department of Economic Security. (n.d.). *Parents as Paid Caregivers (PPCG)*. Arizona

    Department of Economic Security. Retrieved May 11, 2025, from

    https://des.az.gov/services/disabilities/developmental-disabilities/current-member-

    resources/parents-as-paid-caregivers

27. Arizona Department of Education. (n.d.). *AZ Find Info for Schools*. Arizona Department of

    Education. https://www.azed.gov/specialeducation/az-find

28. Arizona Department of Economic Security. (n.d.). *How to Apply for Early Intervention Services for Your Child*. Retrieved May 11, 2025, from https://des.az.gov/services/developmental-disabilities/early-intervention/refer-a-child-to-azeip

29. Arizona Healthcare Cost Containment System. (2023). *The Handbook for Members of the American Indian Health Program and/or the Tribal Regional Behavioral Health Authorities*. Arizona Healthcare Cost Containment System. https://www.azahcccs.gov/AmericanIndians/Downloads/AHCCCS_AIHP_Guide.pdf

30. Arizona Department of Economic Security. (n.d.). *Arizona HCBS Provider Directory System*. Arizona Department of Economic Security. Retrieved May 11, 2025, from https://ddd.azdes.gov/Organization/DDD/DDDProviderSearch/

31. Arizona Department of Economic Security. (2017, July). *DDD District Boundaries*. https://des.az.gov/sites/default/files/media/DDD_District_Map_Book_July_2017.pdf

32. North Country Healthcare. (n.d.). Behavioral Health & Mental Illness. *North Country HealthCare*. Retrieved May 11, 2025, from https://northcountryhealthcare.org/services/behavioral-health/

33. Native Americans for Community Action. (n.d.). *Medical Services—NACA*. NACA. https://nacainc.org/family-health/medical-services/

34. New Horizons Disability Empowerment Center. (n.d.). Programs & Services. *New Horizons Disability Empowerment Center : Prescott Valley AZ*. Retrieved May 11, 2025, from https://nhdec.org/programs-services/

35. Milemarkers. (n.d.). *Milemarkers Services*. MilemarkersFUN. Retrieved April 23, 2025, from https://milemarkers.us/

39

36. Therapy Accomplished. (n.d.). *Therapy Accomplished-Servicing Northern Arizona*.

   http://www.therapyaccomplished.com/

37. Assist To Independence. (n.d.). *Assist To Independence*. Assist To Independence. Retrieved May 11,

   2025, from https://assistti.org/

38. S.M.I.L.E. (2018). *Independent Living Assistance in Yuma, AZ*. SMILE: Services Maximizing

   Independent Living and Empowerment. https://smile-az.org/

39. Rise. (2025). RISE Services, Inc. Creating Oppurtunities for and with People. *RISE Services, Inc.*

   Arizona. https://riseservicesincaz.org/about/

40. Easterseals Blake Foundation. (2025). *Easterseals Blake Foundation*. Easterseals Blake Foundation.

   https://www.easterseals.com/blakefoundation/

41. Regional Center for Border Health. (2023). *Regional Center for Border Health, Inc.*

   https://www.rcfbh.org/

42. M.I.K.I.D. (2024). *M.I.K.I.D. | Non-profit, licensed Outpatient Clinic, Family-Run organization in*

   Arizona and Colorado | Behavioral Health and Wellness of Children. M.I.K.I.D.

   https://www.mikid.org/

43. Reach Family Services Inc. (2025). *Family Support, Social Services in Phoenix, AZ*. Reach Family

   Services, Inc. https://reachfs.org/

44. Arizona Department of Economic Security. (n.d.). *Developmental Disabilities | Arizona Department*

   of Economic Security. Arizona Department of Economic Security. Retrieved March 8, 2025, from

   https://des.az.gov/ddd

45. *Employment That is a Right For Me*. (n.d.). Retrieved March 8, 2025, from

https://des.az.gov/sites/default/files/dl/DDD-2283A.pdf

46. Sonoran Center for Excellence in Disabilities. (n.d.). *Project SEARCH*. Sonoran Center for Excellence

in Disabilities. Retrieved March 8, 2025, from https://sonorancenter.arizona.edu/community-

programs/project-search

47. Arizona Department of Economic Security. (n.d.). *Collaboration with the Division of Developmental*

Disabilities. Arizona Department of Economic Security. Retrieved March 8, 2025, from

https://des.az.gov/services/employment/rehabilitation-services/vocational-rehabilitation/vr-

ddd-collaboration

48. Arizona Department of Economic Security. (n.d.). *Employment Resources for People with*

Developmental Disabilities. Arizona Department of Economic Security. Retrieved March 8, 2025,

from https://des.az.gov/services/disabilities/developmental-disabilities/community-

resources/employment

49. Arizona Department of Economic Security. (n.d.). *Pre-Employment Transition Services*. Arizona

Department of Economic Security. Retrieved March 8, 2025, from

https://des.az.gov/services/employment/working-disability/vocational-rehabilitation/pre-

employment-transition-services

50. Sonoran Center for Excellence in Disabilities. (n.d.). *Summer Work Program*. Sonoran Center for

Excellence in Disabilities. Retrieved March 8, 2025, from

https://sonorancenter.arizona.edu/community-programs/employment/summer-work-program

51. Sonoran Center for Excellence in Disabilities. (n.d.). *Customized Employment Pilot*. Sonoran Center for Excellence in Disabilities. Retrieved March 8, 2025, from

   https://sonorancenter.arizona.edu/customized-employment-pilot

52. Arizona Department of Economic Security. (n.d.). *Apprenticeship Program*. Arizona Department of Economic Security. Retrieved March 8, 2025, from

   https://des.az.gov/services/employment/apprenticeship-program

53. Arizona Department of Economic Security. (n.d.). *Apprenticeship—Job Seekers*. Arizona Department of Economic Security. Retrieved March 8, 2025, from

   https://des.az.gov/services/employment/apprenticeship-program/job-seekers

54. Arizona Department of Education. (n.d.). *Welcome to AZ Career and Technical Education*. Arizona Department of Education. Retrieved March 8, 2025, from https://www.azed.gov/cte

55. *Federal Perkins V State Plan*. (n.d.). Retrieved March 8, 2025, from

   https://www.azed.gov/sites/default/files/2025/02/2024-2027-Perkins-Plan-Final-Public-Comment-Version.pdf

56. Institute for Human Development. (n.d.). *Supporting Inclusive Practices in Colleges (SIP-C)*. Institute for Human Development. Retrieved April 30, 2025, from https://nau.edu/ihd/sip-c/

57. Arizona Technology Access Program. (n.d.). *The Arizona Technology Access Program Supporting Independence with Assistive Technology*. Arizona Technology Access Program. Retrieved March 8, 2025, from https://aztap.org/

58. Institute for Human Development. (n.d.). *Assistive Technology for Employment and Independence (ATEI)*. Institute for Human Development. Retrieved April 30, 2025, from https://nau.edu/ihd/atei/

59. RISE Services, Inc. (n.d.). *Employment Services*. RISE Services, Inc. Arizona. Retrieved April 17, 2025, from https://riseservicesincaz.org/employment-services/

60. RISE Services, Inc. (n.d.). *Locations*. RISE Services, Inc. Arizona. Retrieved April 17, 2025, from https://riseservicesincaz.org/locations/

61. Beacon Group. (n.d.). *WOLVES / Center-Based Employment*. Beacon Group. Retrieved April 17, 2025, from https://beacongroup.org/programs/center-based-employment/

62. Best Buddies. (n.d.). *Best Buddies Jobs Program*. Best Buddies. Retrieved April 17, 2025, from https://www.bestbuddies.org/arizona/jobs/

63. The Opportunity Tree. (n.d.). *SEEDS Supported EMployment*. The Opportunity Tree. Retrieved April 17, 2025, from https://theopportunitytree.org/services/job-training-programs-2/

64. Arizona Department of Economic Security. (n.d.). *Social Security Ticket To Work Program*. Arizona Department of Economic Security. Retrieved April 21, 2025, from https://des.az.gov/services/employment/rehabilitation-services/social-security-ticket-work-program

65. Ticket to Work. (n.d.). *Trial Work Period (TWP)*. Ticket to Work. Retrieved March 9, 2025, from https://choosework.ssa.gov/library/fact-sheet-trial-work-period-twp

66. AZ Achieving a Better Life Experience. (n.d.). *Benefits*. AZ ABLE. Retrieved March 9, 2025, from https://az-able.com/benefits

67. Sandaine, L. (2023, February 18). *Importance of Implementing Employment First in Arizona*. Arizona

   APSE. https://www.azapse.org/wp-content/uploads/2023/02/EF-White-Paper.pdf

68. AZ APSE. (n.d.). *Employment First*. AZ APSE. Retrieved March 8, 2025, from

   https://www.azapse.org/employment-first/

69. DB101 National. (2025). *Disability 101 Arizona—Home*. Disability 101. https://az.db101.org/

70. Arizona Department of Economic Security. (2025). *Town Hall Meetings*. Arizona Department of

   Economic Security. https://des.az.gov/node/9516/

71. The Native American Disability Law Center. (2021). *Empowering Native People with Disabilities*. The

   Native American Disability Law Center. https://www.nativedisabilitylaw.org/

72. Disability RIghts Arizona. (n.d.). *Resources*. Disability Rights Arizona. Retrieved March 28, 2025,

   from https://disabilityrightsaz.org/resources/

73. Direct Advocacy and Resource Center. (n.d.). *This is My Life.* Direct Advocacy And Resource Center

   Logo. Retrieved May 11, 2025, from https://www.directaz.org/this-is-my-life

74. Raising Special Kids. (2025). *Resources – Raising Special Kids*. Raising Special Kids.

   https://raisingspecialkids.org/resources/

75. Ability360. (n.d.). *Class Schedule*. Ability360. Retrieved April 13, 2025, from

   https://ability360.org/sports/class-schedule/

76. Division of Developmental Disabilities. (2016, September 30). *A Guardianship and Conservatorship

   or Surrogate Parent*. https://des.az.gov/sites/default/files/media/1005-

   A_Guardianship_and_Conservatorship_or_Surrogate_Parent.pdf

77. Disability Rights Arizona. (2016, October). *2016 Legal Options Manual*.

   https://addpc.az.gov/sites/default/files/media/2016%20Legal%20Options%20Manual_final_1.p

   df?time=1746976914448

78. Arizona Department of Economic Security. (2025). *CARES Administration*. Arizona Department of

   Economic Security. https://des.az.gov/ddd/cares

79. Arizona Department of Economic Security. (2025). *Low Income Home Energy Assistance Program*.

   https://des.az.gov/liheap

80. Disability 101. (2025). *Nutrition Assistance: Eligibility*. DB101 Arizona.

   https://az.db101.org/az/programs/income_support/food_support/program2.htm

81. Arizona Department of Economic Security. (n.d.). *Medallion Program*.

   https://des.az.gov/sites/default/files/legacy/dl/DDD-1551A.pdf?time=1723680000113

82. Arizona Department of Economic Security. (n.d.). *Quick Reference—DDD and Vocational

   Rehabilitation*. Arizona Department of Economic Security. Retrieved March 30, 2025, from

   https://des.az.gov/services/disabilities/developmental-disabilities/current-member-

   resources/qrg/ddd-and-vr

83. *PDF*. (n.d.). Retrieved April 2, 2025, from https://www.azed.gov/sites/default/files/2023/09/DI23-

   002348%20%20-

   %20Arizona%20DEPARTMENT%20OF%20EDUCATION%20Final.pdf?utm_source=chatgpt.com

84. *1610 Guiding Principles and Components of Support Coordination*. (n.d.). Retrieved April 5, 2025,

   from

https://des.az.gov/sites/default/files/media/DDD_Medical_Policy_Manaul_1610_Guiding_Prin

ciples_and_Components_of_Support_Coordination.pdf?utm_source=chatgpt.com

85. Mercy Care. (2024). *Bridging the Gap for Individuals with Developmental Disabilities and Behavioral Health Needs*. Mercy Care.

https://www.mercycareaz.org/content/dam/mercycare/pdf/pn_bridgingthegap_ua.pdf?utm_source=chatgpt.com

86. Arizona Technology Access Program. (n.d.). *Assistive Technology Loan Programs*. AzTAP. Retrieved March 21, 2025, from https://aztap.org/at-devices/loan-libraries/

87. Institute for Human Development. (n.d.). *ADE Assistive Technology Loan Library*. Institute for Human Development. Retrieved April 2, 2025, from https://nau.edu/ihd/ade-assistive-technology-loan-library/

88. *Arizona Loans for Assistive Technology*. (n.d.). Retrieved April 2, 2025, from https://aztap.org/wp-content/uploads/2014/07/AzLAT-Presentation-v4.pdf

89. Arizona Technology Access Program. (n.d.). *AzTAP Partnership with Achieve Human Services and RefurbIT*. AzTAP. Retrieved April 2, 2025, from https://aztap.org/at-reuse/achieve/

90. Sonoran Center for Excellence in Disabilities. (n.d.). *SABE-SARTAC Accessible Communications Project*. Sonoran Center for Excellence in Disabilities. Retrieved March 23, 2025, from https://sonorancenter.arizona.edu/sabe-sartac-accessible-communications-project

91. Sonoran Center for Excellence in Disabilities. (n.d.). *Navajo Partnership*. Sonoran Center for Excellence in Disabilities. Retrieved March 8, 2025, from https://sonorancenter.arizona.edu/community-programs/employment/navajo-partnership

92. *Sonoran Center for Excellence in Disabilities Native Disability Center Year Three Proposal*. (n.d.).

    Retrieved March 31, 2025, from

    https://addpc.az.gov/sites/default/files/Item%20G.%20Sonoran%20Center-

    %20Native%20Disability%20Center%20Yr.%203.pdf

93. *Systems Access & Navigation Goal, Objective 3: Native Center, Year 4*. (n.d.). Retrieved April 18,

    2025, from https://addpc.az.gov/sites/default/files/E.3%20Renewal%20Proposal%20-

    %20Sonoran%20Center%20Native%20Center%20Year%204.pdf

94. *Who is Grand Canyon Collaborative*. (n.d.). Retrieved March 19, 2025, from https://acesdv.org/wp-

    content/uploads/Who-is-Grand-Canyon-Collaborative.pdf

95. *OVW-Disabilities-Barrier-Removal-and-Safety-Enhancement-Plan.pdf*. (n.d.). Retrieved April 23,

    2025, from https://acesdv.org/wp-content/uploads/OVW-Disabilities-Barrier-Removal-and-

    Safety-Enhancement-Plan.pdf

96. *PDF*. (n.d.). Retrieved March 29, 2025, from https://des.az.gov/sites/default/files/media/Six-State-

    Agency-IGA-01-01-2023.pdf?time=1743035579174

97. *Intra-agency Agreement DS22-003159*. (n.d.). Retrieved March 29, 2025, from

    https://des.az.gov/sites/default/files/media/Executed-AzEIP-DDD-Agreement_02-24-

    2022.pdf?time=1743288835561

98. *PDF*. (n.d.). Retrieved April 23, 2025, from https://des.az.gov/sites/default/files/media/2022-ISA-

    Arizona-State-University-Child-Equity.pdf

99. *Special Education Advisory Panel (SEAP)*. (n.d.).

100. Arizona Community of Practice on Transition. (n.d.). *About Us*. Arizona Community of Practice on

Transition. Retrieved May 1, 2025, from https://sites.google.com/view/azcopt/about-us

101. Arizona Community of Practice on Transition. (n.d.). *Transition Resource Guide*. Arizona

Community of Practice on Transition. Retrieved May 1, 2025, from

https://sites.google.com/view/azcopt/transition-resources/transition-resource-guide

102. Arizona Community of Practice on Transition. (n.d.). *AZCoPT Overview*. Arizona Community of

Practice on Transition. Retrieved May 1, 2025, from https://sites.google.com/view/azcopt/info-

and-records/azcopt-overview

103. ARIZONA@WORK. (n.d.). *About Us*. ARIZONA@WORK. Retrieved March 8, 2025, from

https://arizonaatwork.com/about

104. ARIZONA@WORK. (n.d.). *Local Boards*. ARIZONA@WORK. Retrieved April 4, 2025, from

https://arizonaatwork.com/about/local-boards

105. Maricopa County. (n.d.). *Memorandum of Understanding Between Maricopa County Workforce

Development Board and Workforce Innovation & Opportunity Act Parters*. Retrieved April 4,

2025, from https://arizonaatwork.com/sites/default/files/2023-

08/2023.07.01.Maricopa.MOU_.IFA_.COMBINED.pdf?utm_source=chatgpt.com

106. ARIZONA@WORK Mohave/La Paz Counties. (n.d.). *One Stop System Memorandum of

Understanding with the Mohave/La Paz Workforce Development Board*.

107. ARIZONA@WORK Nineteen Tribal Nations. (n.d.). *Memorandum of Understanding and

Infrastructure Funding Agreement Nineteen Tribal Nations Workforce Development Board and

Workforce Innovation Opportunity Act Partners*. Retrieved April 4, 2025, from

https://arizonaatwork.com/sites/default/files/2023-11/FINAL-EDITS-NTN-MOU-IFA-9-21-2023.pdf

108. ARIZONA@WORK Northeastern Arizona. (n.d.). *ARIZONA@WORK Northeastern Arizona Local Workforce Development Plan Program Years 2020-2023*. Retrieved April 23, 2025, from https://arizonaatwork.com/sites/default/files/2024-05/NEAZ%20Local%20Plan%202020-2023.pdf

109. ARIZONA@WORK Southeastern Arizona. (n.d.). *One Stop System Memorandum of Understanding with the ARIZONA@WORK-Southeastern Arizona Local Workforce Development Board*. Retrieved April 4, 2025, from https://arizonaatwork.com/sites/default/files/2024-03/MOU%202023-2026%20signed%20by%20all%20parties%2005.17.2023.pdf

110. ARIZONA@WORK Pinal County. (n.d.). *Memorandum of Understanding and Infrastructure Funding Agreement Between: Pinal County Workforce Development Board and Workforce Innovation Opportunity Act Partners*. Retrieved April 4, 2025, from https://www.pinal.gov/DocumentCenter/View/12783/ARIZONAWORK-Pinal-County-Memorandum-of-UnderstandingInfrastructure-Funding-Agreement-Revision-2-PDF

111. Santa Cruz County. (n.d.). *Local Area Plan July 1, 2020 to June 30, 2024*. Retrieved April 4, 2025, from https://arizonaatwork.com/sites/default/files/2023-06/SCC%2520Local%2520Area%2520Plan%25202020%2520Updated%252006-16-22%2520%2520Working%2520Draft%2520-%2520Copy.pdf

112. ARIZONA@WORK Pima County, Pima County Workforce Investment Board, & Pima County One-Stop Career Center. (n.d.). *Memorandum of Understanding Establishing the Operations Protocol*

for *ARIZONA@WORK Pima County One-Stop*. Retrieved April 4, 2025, from

https://content.civicplus.com/api/assets/50bba253-118f-48c1-ac02-cb7ca12e9db9

113. ARIZONA@WORK Yavapai County. (n.d.). *Memorandum of Understanding Pursuant to the*

Workforce Innovation and Opportuniy Act of 2014 Between and Among the Yavapai County

Workforce Development Board and One Stop Partners for the Operation of the Yavapai County

Local Workforce Development Area One Stop System. Retrieved April 4, 2025, from

https://www.yavapaiaz.gov/files/sharedassets/public/v/1/county-government/board-of-

supervisors/documents/photos/17207_6-7-23_2023-

2026_yavapai_county_mou_final_2023.pdf

114. Yuma Private Industry Council Inc. (n.d.). *Yuma County Workforce Development 4 year Plan*.

Retrieved April 4, 2025, from https://arizonaatwork.com/sites/default/files/2024-

11/YCWD4yp2025-2028.pdf

115. ARIZONA@WORK Coconino County. (n.d.). *Memorandum of Understanding between*

ARIZONA@WORK Coconino Workforce Development Board and the Workforce Innovation and

Opportunity Act Partners. Retrieved April 4, 2025, from

https://www.coconino.az.gov/DocumentCenter/View/64702/MOUIFA-2024-Amendment-

Signature---signed

116. Phoenix Business and Workforce Development & City of Phoenix. (n.d.). *MEMORANDUM OF*

UNDERSTANDING AND INFRASTRUCTURE FUNDING AGREEMENT BETWEEN PHOENIX BUSINESS

AND WORKFORCE DEVELOPMENT BOARD AND ONE-STOP SYSTEM PARTNERS PROVIDING FOR

THE OPERATION OF THE CITY OF PHOENIX LOCAL WORKFORCE DEVELOPMENT AREA ONE-STOP SYSTEM.

117. Arizona Statewide Independent Living Council. (n.d.). *Promoting equity, inclusion, and choice for people who have disabilities.* Retrieved April 23, 2025, from https://azsilc.org/

118. Arizona Statewide Independent Living Council. (n.d.). *State Plan for Independent Living (SPIL)*. Dropbox. Retrieved April 3, 2025, from https://www.dropbox.com/scl/fi/vzbbagwf832y3hil93m7h/AZSPIL-FFY25-27.pdf?dl=0&rlkey=pwsbfsstw675qym3k2foqw3s5

119. *PDF*. (n.d.). Retrieved April 5, 2025, from https://des.az.gov/sites/default/files/dl/FFY-2024-SRC-Annual-Report.pdf?time=1738368000119

120. Arizona Department of Economic Security. (n.d.). *Developmental Disabilities Advisory Council*. Retrieved March 30, 2025, from https://des.az.gov/services/disabilities/developmental-disabilities/public-councils-and-other-committees-about-developmental-disabilities/developmental-disabilities-advisory-council

121. Raising Special Kids. (n.d.). *Acknowledgements*. Retrieved May 2, 2025, from https://raisingspecialkids.org/acknowledgements/

122. *Raising Special Kids*. (n.d.). Parents Helping Parents. Retrieved May 2, 2025, from https://www.php.com/directory/raising-special-kids/

123. AZLinks. (n.d.). *Welcome To Getcare*. Retrieved April 5, 2025, from https://azdaars.getcare.com/consumer/about.php

124. Arizona Department of Economic Security. (n.d.). *Arizona State Plan on Aging 2023-2026*.

125. Arizona Health Care Cost Containment System. (n.d.). *Building an Integrated Health Care System*. Arizona Health Care Cost Containment System. Retrieved May 12, 2025, from https://www.azahcccs.gov/AHCCCS/Initiatives/CareCoordination/

126. Arizona Health Care Cost Containment System. (n.d.). *Arizona Section 1115 Waiver Demonstration Annual Report*. Retrieved May 16, 2025, from https://www.azahcccs.gov/Resources/Downloads/FY2024AnnualReportCMS.pdf

127. Arizona Health Care Cost Containment System. (2024, January 9). *AHCCCS Minimum Subcontract Provisions*. https://www.azahcccs.gov/PlansProviders/Downloads/MSPs_100124.pdf

128. Arizona Department of Health Services. (n.d.). *Public Health Licensing*. Arizona Department of Health Services. Retrieved May 12, 2025, from http://www.azdhs.gov/licensing/index.php

129. Division of Developmental Disabilities. (n.d.). *Councils and Committees*. Retrieved April 18, 2025, from https://des.az.gov/services/disabilities/developmental-disabilities/councils-and-committees

130. Department of Child Safety. (2024, August 22). *Child and Family Service Plan Federal Fiscal Years 2025-2029*. https://dcs.az.gov/sites/default/files/DCS-Reports/CFSP%20FFY%202025-2029.pdf

131. Department of Economic Security. (n.d.). *Article 10 Child Developmental Foster Home License*. Retrieved April 18, 2025, from https://des.az.gov/sites/default/files/media/Arizona-Administrative-Code-Developmental-Disabilities-Article-10-Child-Developmental-Foster-Home-License.pdf?time=1745009658847

132. Autistic Self Advocacy Network. (n.d.). *Plain Language for Self-Advocates*. Retrieved April 18,

      2025, from https://selfadvocacyinfo.org/wp-content/uploads/2022/04/Plain-Language-for-Self-

      Advocates.pdf

133. Raising Special Kids. (n.d.). *Positive Family Coaching (PFC)*. Retrieved March 16, 2025, from

      https://raisingspecialkids.org/positive-family-coaching-pfc/

134. Diverse Ability Incorporated. (n.d.). *Arizona Youth Leadership Forum*. Retrieved March 23, 2025,

      from https://diverseabilityincorporated.org/arizona-youth-leadership-forum-azylf/

135. Arizona Department of Economic Security. (n.d.). *Electronic Visit Verification (EVV)*. Arizona

      Department of Economic Security. Retrieved March 21, 2025, from

      https://des.az.gov/services/disabilities/developmental-disabilities/individuals-families/evv

136. Disability Rights Arizona. (n.d.). *Abuse & Neglect*. Disability Rights Arizona. Retrieved March 16,

      2025, from https://disabilityrightsaz.org/resources/abuse-neglect/

137. Department of Economic Security. (n.d.). *Long-Term Care Ombudsman*. Retrieved May 12, 2025,

      from https://des.az.gov/LTCOP

138. Department of Economic Security. (n.d.). *Introduction to Incidents and Incident Reporting

      Expectations*.

139. Department of Economic Security. (n.d.). *Division of Aging and Adult Services Adult Protection

      Services Year in Review Report*. Retrieved May 16, 2025, from

      https://des.az.gov/sites/default/files/dl/APS-1038A.pdf?time=1734393600135

140. Healthy Families Arizona. (n.d.). *About*. Retrieved March 16, 2025, from

      https://www.healthyfamiliesaz.org/about

141. Arizona Coalition to End Sexual and Domestic Violence. (n.d.). *Disability Justice*. Retrieved March

19, 2025, from https://acesdv.org/disabilityjustice/

142. CDC. (2025, March 24). *CDC's Milestone Tracker Mobile App*. Centers for Disease Control and

Prevention. https://www.cdc.gov/ncbddd/actearly/milestones-app.html

143. Arizona Department of Economic Security. (2025). *AzEIP Online Referral*.

https://azeip.azdes.gov/AzEIP/AzeipRef/Forms/Categories.aspx

144. Arizona Department of Economic Security. (2022). *Arizona Early Intervention Program*. 116.

145. Navajo Nation Office of Special Education and Rehab-Services. (2025). *Service Map*.

http://nnosers.org/service-map.aspx

146. Arizona Department of Education. (2025). *Child Find*.

https://www.azed.gov/specialeducation/child-find

147. Department of Education. (2025). *Early Childhood Special Education*.

https://www.azed.gov/specialeducation/early-childhood-special-education

148. U.S. Department of Education. (2025, January 27). *Section 504 | U.S. Department of Education*.

http://www.ed.gov/laws-and-policy/individuals-disabilities/section-504

149. Arizona Educator Proficiency Assesment. (2025). *AEPA Study Guide*.

https://www.aepa.nesinc.com/Content/STUDYGUIDE/AZ_SG_obj_36.htm#I

150. KnowledgeWorks. (2025). *Home*. KnowledgeWorks. https://knowledgeworks.org/

151. Arizona Department of Economic Security. (2025). *Member Housing Opportunities*.

https://des.az.gov/services/disabilities/developmental-disabilities/individuals-and-

families/supports-and-services/housing

152. Arizona Healthcare Cost Containment System. (2024, August). *AHCCCS Housing Health Opportunities H2O Waiver Amendment*. https://www.azahcccs.gov/Resources/Downloads/HousingWaiverRequest/AHCCCSHousingHealthOpportunitiesH2OWaiverAmendment.pdf

153. Valley Metro. (n.d.). *Accessibility on Valley Metro*. Retrieved April 6, 2025, from https://www.valleymetro.org/accessibility/valley-metro

154. *Reduced Fare Program Application*. (n.d.).

155. Valley Metro. (n.d.). *ADA Platinum Card*. Retrieved April 6, 2025, from https://www.valleymetro.org/accessibility/ada-platinum-card

156. Sun Tran. (n.d.). *Routes & Services*. Sun Tran. Retrieved April 20, 2025, from https://www.suntran.com/routes-services/

157. Sun Tran. (n.d.). *Mobility & Paratransit*. Sun Tran. Retrieved April 20, 2025, from https://www.suntran.com/how-to-ride/mobility-paratransit/

158. *PDF*. (n.d.). Retrieved May 13, 2025, from https://www.suntran.com/wp-content/uploads/2024/12/SUN-VAN-8-Dec24-final.pdf

159. Regional Transportation Authority. (n.d.). *Sun Shuttle*. Regional Transportation Authority. Retrieved April 20, 2025, from https://rtamobility.com/services/transit/sun-shuttle/

160. Ability360. (n.d.). *Valley Metro 101*. Ability360. Retrieved April 7, 2025, from https://ability360.org/cal-events/valleymetro/

161. Valley Metro. (n.d.). *Travel Training*. Retrieved April 6, 2025, from https://www.valleymetro.org/accessibility/travel-training

162. Direct Advocacy And Resource Center. (n.d.). *Bus and Travel Training*. Direct Advocacy And Resource Center. Retrieved April 6, 2025, from https://www.directaz.org/bus-travel-training

163. Sun Tran. (n.d.). *Learn To Ride Programs*. Sun Tran. Retrieved April 20, 2025, from https://www.suntran.com/how-to-ride/learn-to-ride-programs/

164. Northern Arizona Council of Governments. (2021, June 24). *2022-2026 Transportation Investment Plan*.

165. Valley Metro. (n.d.). *ADA Paratransit: How To Ride*. Valley Metro. Retrieved April 6, 2025, from https://www.valleymetro.org/accessibility/ada-paratransit/how-to-ride

166. Valley Metro. (n.d.). *RideChoice*. Valley Metro. Retrieved April 6, 2025, from https://www.valleymetro.org/accessibility/ridechoice

167. Assist To Independence. (n.d.). *Assist To Independence*. Assist To Independence. Retrieved April 6, 2025, from https://assistti.org/transportation-services

168. New Horizons Disability Empowerment Center. (n.d.). *Transportation*. New Horizons Disability Empowerment Center. Retrieved April 7, 2025, from https://nhdec.org/transportation/

169. Easterseals Blake Foundation. (n.d.). *Transportation Services*. Easterseals Blake Foundation. Retrieved April 7, 2025, from https://www.easterseals.com/blakefoundation/our-programs/adult-services/transportation-services.html

170. Mountain Line. (n.d.). Mountain Line Paratransit. *Mountain Line*. Retrieved April 7, 2025, from https://mountainline.az.gov/paratransit/mountain-lift/

171. Yuma County Intergovernmental Public Transportation Authority. (n.d.). *Welcome to Yuma County Area Transit!* Yuma County Intergovernmental Public Transportation Authority. Retrieved April 7, 2025, from https://www.ycipta.org

172. Department of Economic Security. (n.d.). *Available DDD Services & Supports*. Retrieved March 30, 2025, from https://des.az.gov/services/disabilities/developmental-disabilities/individuals-and-families/supports-and-services

173. Department of Transportation. (n.d.). *Blue Envelope Program for Autistic Drivers*. Department of Transportation. Retrieved April 6, 2025, from https://azdot.gov/mvd/driver-services/blue-envelope-program-for-autistic-drivers

174. Arizona Achieve. (n.d.). *Transportation*. Arizona Achieve. Retrieved April 10, 2025, from https://www.azachieve-tempearc.org/transportation

175. Department of Economic Security. (n.d.). *Transportation Services*.

176. Uber. (n.d.). *Serving People with Disabilities*. Uber. Retrieved May 9, 2025, from https://www.uber.com/us/en/drive/accessibility/

177. Lyft. (n.d.). *Lyft's commitment to accessibility*. Lyft. Retrieved May 9, 2025, from https://help.lyft.com/hc/en-us/all/articles/360045782413-Lyft-s-commitment-to-accessibility

178. *Uber cities in Arizona*. (n.d.). Uber. Retrieved May 9, 2025, from https://www.uber.com/global/en/r/united-states/arizona/cities/

179. Lyft. (n.d.). *Cities*. Lyft. Retrieved May 9, 2025, from https://lyft.com/rider/cities

180. Waymo. (n.d.). *Waymo*. Waymo. Retrieved May 9, 2025, from https://waymo.com/

181. Arizona Department of Economic Security. (2025). *How to Apply for Child Care Assistance*.

https://des.az.gov/services/child-and-family/child-care/how-apply-for-child-care-assistance

182. Childcare Resources and Referral. (2025). *Provider Search*.

https://azchildcareprovidersearch.azdes.gov/

183. First Things First. (2025). *Find Programs*. https://www.firstthingsfirst.org/resources/find-

programs/

184. First Things First. (2025). Quality First Search. *First Things First*.

https://www.firstthingsfirst.org/quality-first-search/

185. Head Start. (2024, July 22). *Head Start Program Facts: Fiscal Year 2023*.

https://headstart.gov/program-data/article/head-start-program-facts-fiscal-year-2023

186. BUREAU OF CHILD CARE FACILITIES LICENSING. (2022). *INTERPRETATION AND CLARIFICATION OF*

CHILD CARE LICENSING RULES IN 9 A.A.C. 5. Department of Health Services.

https://www.azdhs.gov/documents/director/administrative-counsel-rules/rules/sps/sp-040-

phl-ccl.pdf

187. Institute for Human Development. (2025). *Changing the way you experience the world*.

https://nau.edu/ihd/

188. Chicanos por la Causa. (2024). *Programs*. https://cplc.org/

189. Candelen. (2019, April 24). *Home*. https://www.candelen.org/

190. Children's Action Alliance. (2020, August 26). Early Childhood. *Children's Action Alliance - A Voice*

For Arizona's Children For More Than 30 Years. https://azchildren.org/issues/early-childhood/

191. Southwest Human Development. (2025). *Disabilities Services*.

   https://www.swhd.org/programs/disabilities-services/

192. Arizona Department of Education. (2023, February 10). *Evaluation of the 2021–2022 Nita M.*

   Lowey 21st Century Community Learning Centers.

   https://www.azed.gov/sites/default/files/2023/04/21st%20CCLC%20SEA%20Evaluation%20202

   1-2022.pdf

193. Arizona Center for Afterschool Excellence. (2023). *2022-2023 Annual Report*. Canva.

   https://www.canva.com/design/DAFtl-r2bJU/u06Y924WZ-gddRSaFa7qSA/view

194. Children's Action Alliance. (2025, May 9). *Home—Children's Action Alliance*. Children's Action

   Alliance - A Voice For Arizona's Children For More Than 30 Years. https://azchildren.org/

195. Special Olympics Arizona. (2024, July 25). *Mountain*. Special Olympics Arizona.

   https://specialolympicsarizona.org/sports/local-areas/mountain/

196. Special Olympics Arizona. (n.d.). *Local Areas*. Special Olympics Arizona. Retrieved April 14, 2025,

   from https://specialolympicsarizona.org/sports/local-areas/

197. Arizona Disabled Sports. (n.d.). *Team Mesa Bulldogs*. Arizona Disabled Sports. Retrieved May 13,

   2025, from https://www.arizonadisabledsports.com/developmentallydisabled

198. One Step Beyond Inc. (n.d.). *Ice Hockey Programs*. One Step Beyond Inc. Retrieved April 19, 2025,

   from https://osbi.org/ice-hockey-programs/

199. One Step Beyond Inc. (n.d.). *FAQ*. One Step Beyond Inc. Retrieved April 19, 2025, from

   https://osbi.org/contact-us/faq/

200. Arizona Adaptive Water Sports. (n.d.). *About AAWS*. Arizona Adaptive Water Sports. Retrieved

April 14, 2025, from https://www.azadaptivewatersports.org/about-aaws

201. Arizona Adaptive Water Sports. (n.d.). *Kayaking*. Arizona Adaptive Water Sports. Retrieved April

14, 2025, from https://www.azadaptivewatersports.org/kayaking

202. Arizona Recreation Center for the Handicapped. (n.d.). Day Treatment for Adults (DTA). *Arizona*

Recreation Center for the Handicapped. Retrieved May 13, 2025, from

https://archaz.org/programs-x/day-treatment-adult/

203. Beacon Group. (n.d.). *Day Treatment for Adults (DTA)*. Beacon Group. Retrieved May 13, 2025,

from https://beacongroup.org/programs/day-treatment-for-adults-dta/

204. Quality Connections. (n.d.). *Montessori-based Adult Day Program*. Quality Connections. Retrieved

May 13, 2025, from https://qualityconnections.org/adult-day-program/

205. Easterseals Blake Foundation. (n.d.). *Adult Day Services*. Easterseals Blake Foundation. Retrieved

May 13, 2025, from https://www.easterseals.com/blakefoundation/our-programs/adult-

services/day-services.html

206. The Opportunity Tree. (n.d.). *LEAF (Life Enrichment & Fulfillment)*. The Opportunity Tree.

Retrieved April 19, 2025, from https://theopportunitytree.org/services/adult-day-program/

207. One Step Beyond Inc. (n.d.). Recreation- Performing & Fine Arts Programs. *One Step Beyond Inc.*

Retrieved April 19, 2025, from https://osbi.org/our-programs/performing-arts/

208. Ability360. (n.d.). Sports. *Ability360*. Retrieved April 12, 2025, from https://ability360.org/sports/

209. Ability360. (n.d.). *Recreation Therapy*. Ability360. Retrieved April 12, 2025, from

https://ability360.org/sports/recreation-therapy/

210. Lake Havasu Golf Club. (n.d.). *Adaptive Golf and Sports Day on the Course @ Lake Havasu Golf Club*. Lake Havasu Golf Club. Retrieved April 13, 2025, from

https://lakehavasugolfclub.com/6251-2/

211. High Country Adaptive Sports. (n.d.). Programs. *High Country Adaptive Sports*. Retrieved April 13, 2025, from https://highcountryadaptive.org/programs/

212. Ability360. (n.d.). *360Outdoors*. Ability360. Retrieved May 13, 2025, from

https://ability360.org/360outdoors/