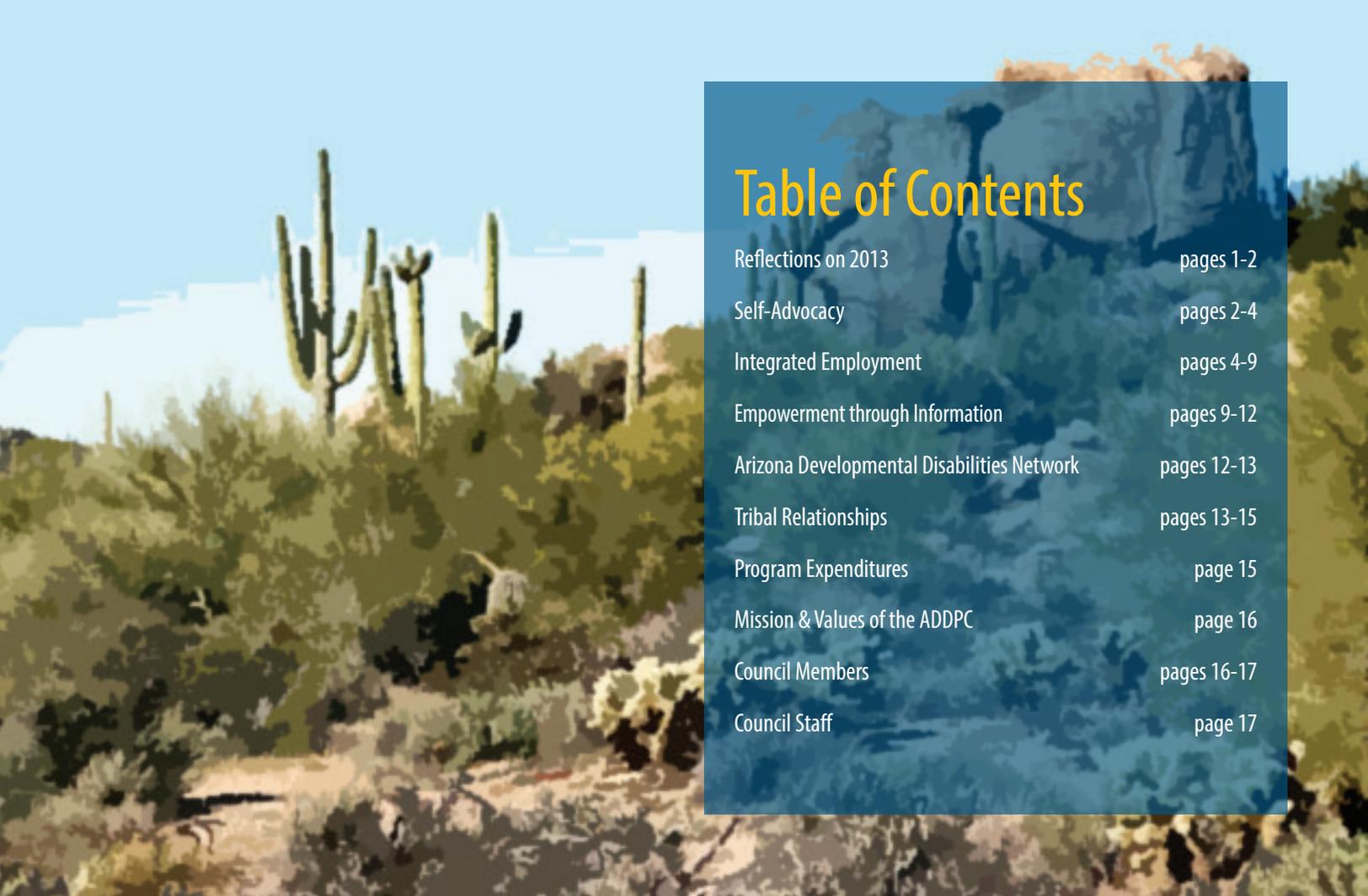




October 1, 2012 – September 30, 2013

# 2013 Annual Report





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# Reflections on 2013

"Inclusion is not a strategy to help people fit into the systems and structures which exist in our societies; it is about transforming those systems and structures to make it better for everyone. Inclusion is about creating a better world for everyone."

**Diane Richler, President, Inclusion International**

Getting everybody involved was the touchstone for the Council in 2013. In the short genesis of three years as an emerging Council, we began to gain a broader sense of what the many assets of Arizona were while also more keenly identifying what was missing for persons with developmental disabilities. We also learned that we needed to know more from people dealing with everyday efforts of pulling more out of life and creating a meaningful place in the community. We set out on the path of discovery by involving adults with developmental disabilities in telling their life stories. Through the process we confirmed much of what is already known nationally – the life opportunities being sought seemed to be



just out of reach. Even though we've been working for years to create better access to real jobs, improve transportation options and support increased opportunities for time to pursue self interests, much work is left to be done. However, our research wasn't all bad. We realized that the spirit and enthusiasm among persons with developmental disabilities is strong and matched by a stronger desire to achieve the markers in life that show true belonging: jobs, a home, friendships and financial security. We also noted with thankfulness

the ongoing efforts of organizations and individuals across Arizona who work together to create and support inclusion as an ongoing value and goal.

2013 was a time when the Council made its own self discoveries and capitalized on the fact that it was living in a time that was fertile for the planting of ideas that could germinate into sustainable supports and frame a new network of opportunities. Getting everybody involved included a broad array of projects that were continued from earlier birth and new approaches that promise exciting and measurable outcomes.

I hope that you enjoy the 2013 Annual Report and that it inspires your enthusiasm for the opportunities that await all persons with disabilities.

## Self-Advocacy

Self-Advocacy is a principle that emphasizes the importance of the individual in understanding life issues and making choices on how to respond to opportunities and barriers that exist. Self-Advocacy places the decision making process in the hands of

the consumers and results in individuals attaining responsibility for their lives.

The goal established by the ADDPC is to build a self-advocacy alliance comprised of diverse advocacy organizations that is led by persons with developmental disabilities. In working towards this goal, the ADDPC supported the following activities:

[Institute for Human Development – Northern Arizona University](#)

**[Report on Self-Advocacy in Arizona: Survey to Identify State-Wide Self-Advocacy Groups](#)**

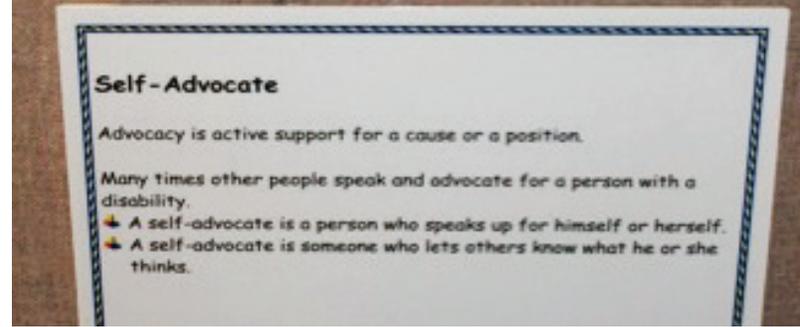
The outcome of this project resulted in a summary of self-advocacy groups in Arizona, including information about active membership, services and resources they provide and where are the biggest gaps in self-advocacy groups. The report highlights: (1) that Arizona has few organizations that are engaged in self-advocacy; (2) that there is a need to provide training and support for individuals with developmental disabilities on advocacy skills, and; (3) that the ADDPC can play a role in facilitating proper support, planning and funding.

## Pilot Parents of Southern Arizona **Partners in Policymaking**

18 persons participated in a free, multi-month leadership program geared towards parents and young adults with disabilities. Pilot Parents has been able to expand their outreach statewide, including unserved areas of the state, involving participants representing the rural counties of Pinal, Yuma, Yavapai, and from the more urban counties of Maricopa and Pima. All participants reported an increase in knowledge on disability related issues, increase advocacy skills that lead to active membership or leadership positions within their own communities. At the end of the project period, 15 participants were active members of one organization or more, 4 were leaders in an organization at the local level and one was a leader in an organization at the state level.

## Southwest Institute for Families and Children **Project SPEAK (Supporting People in Empowerment, Advocacy and Knowledge)**

In the second year of this project, Southwest Institute for Families and Children (SWI) continued to work



with 6 self-advocacy organizations, including one that has been newly created in Kayenta, Arizona on the Navajo Tribal Reservation. SWI staff are nationally known as experts in creating tools and supporting self-advocates. Through Project SPEAK, training and curriculum was developed for groups to utilize as they develop enhanced organizational capacity and increase individual skills. 94 individual self-advocates have participated in the training with the goal for each of these groups to become viable and self-sustaining self-advocacy organizations.

## Pilot Parents of Southern Arizona **Project LEAP (Leadership Education Advocacy Partnership)**

A second year grant to Pilot Parents of Southern

Arizona supported a project designed to assist self-advocates and family members in attending educational opportunities and training such as seminars, conferences and workshops. Involvement in these educational experiences sought to increase self-advocacy skills and leadership capabilities of the participants. 48 applications were received with 40 applications approved during the year. Applicants that were approved received scholarships that resulted in reimbursement for expenses such as travel, registration or respite care.

Sonoran University Center for Excellence in  
Developmental Disabilities  
**Picture of a Life**

To enhance positive outcomes for young persons with developmental disabilities aging out of the foster



care system in Arizona, the Picture of Life project was created to strengthen skills and enhance options for youth approaching the age of 18. Using Person Centered Planning and trained facilitators, participants engaged in extensive-life planning by examining options for community living, such as finding adequate housing and/or residential services, job preparation, transportation alternatives and health/wellness considerations. 15 youth enrolled and 12 facilitators were trained by the end of the first year. The program is designed to measure success among participants to determine the success of intervention.

## Integrated Employment

### **Project SEARCH Maricopa**

The Council supported a third year contract with the Sonoran University Center for Excellence in Developmental Disabilities (UCEDD) for the Project SEARCH Maricopa expansion. The goal of Project SEARCH Maricopa was to create an employment training program for young adults with developmental disabilities to enable them to

obtain competitive employment. To help achieve that goal, interns participated in workplace immersion through a combination of classroom instruction, career exploration, and hands-on training through workplace rotations. Medtronic served as the host and utilized its campus dedicated to the development and manufacture of implantable medical device technology as the training site. Five interns with disabilities were recruited and placed into department rotations that took place every 14 weeks with six departments participating. These departments included Facilities Maintenance, Hybrid Lab, Hybrid Maintenance, IT, Manufacturing Operations, and Warehouse/Shipping. On April 25, 2013 Medtronic received the Business Leadership Award at the 25th Annual Mayor's Disability Awards sponsored by the Tempe Community Council and the City of Tempe.

### **State Employment Leadership Network**

The Council supported a second year membership in the State Employment Leadership Network (SELN) for the Arizona Department of Economic Security (DES), Division of Developmental Disabilities (DDD). The SELN is a network of state agencies committed to improving



integrated employment outcomes for individuals with developmental disabilities. Working with leadership from the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Institute for Community Inclusion at the University of Massachusetts Boston, members met to collaborate, analyze key issues, share best practices to support state policy and program changes. As a result of Arizona's participation in SELN, DES/DDD changed the responsibility of its director of program services

to focus entirely on employment, and has hired nine additional staff dedicated to employment initiatives. A State Employment Work Plan was developed which included a new DDD “Employment First” mission statement, public awareness of DDD employment initiatives, rate rebasing that supports integrated employment services and supports, and creation of a new stand-alone Transition to Employment qualified vendor service.

### Work Incentive Information Network

The Council is supporting a multi-year contract with

the Arizona Health Care Cost Containment System (AHCCCS) to increase employment rates for persons with developmental disabilities. It is widely believed that persons with disabilities receiving public benefits (SSI & SSDI) do not consider employment because they are under the assumption that their benefits will be withheld or terminated at the onset of employment. They are unaware of key federal work incentive programs such as *Ticket to Work or Plan to Achieve Self-Support* (PASS). The Work Incentive Information Network (WIIN) trains benefit specialists and employment service providers so they can educate persons with developmental disabilities on social security benefits and work incentives. A key tool utilized by the WIIN project is the Arizona Disability Benefits 101, an interactive online resource to support persons with disabilities to make informed employment decisions and understand how their social-security benefits fit with these decisions and to act as the DB101 “Expert” to field questions and provide resources. The World Institute on Disability and the WIIN Coordinator developed the Train-the-Trainer curriculum to train on how to utilize website into daily



business practices, as well as how to share a unified message on employment options for persons with disabilities. WIIN has provided training to 705 providers throughout Arizona, along with presentations to consumers and community stakeholders. Seventeen organizations have committed to supporting WIIN and its mission through additional education and outreach efforts and policy/procedure implementations. An estimated 400 individuals have received direct information from WIIN's Information and Referral Specialists. Forty individuals or their representatives reported developmental disabilities as their main disability.

### **Untapped Arizona**

The Council continued supporting a multi-year contract with the Arizona Health Care Cost Containment System (AHCCCS) for the Untapped Arizona project which represents an innovative model for workforce development, strategically bringing together key leaders from business and government to create a single go-to resource to help businesses connect with qualified job candidates with disabilities.

Untapped AZ is in the process of creating a business

advisory group that will guide its organizational development and strategic planning efforts. Individuals invited to serve in the advisory group will represent Arizona's key industry sectors—information technology and related manufacturing, aerospace and defense, health care, energy, etc.—and will speak to the labor needs of their sectors.

In addition, Untapped AZ is hiring an Executive Director, becoming a nonprofit organization, developing short term (2 year) and long term (3-5 year) strategic plans, and instituting a Board of Directors representative of Arizona business leaders committed to workplace diversity.

Desired outcomes include: 65 new businesses posting jobs on AZ Job Connection; 250 people with disabilities enrolled in AZ Job Connection (25% with I/DD); and 50 people with disabilities hired (25% with I/DD).

### ***Rising Entrepreneurs***

The Council supported Southwest Autism Research and Resource Center to advance self-sufficiency and promote independence for individuals with autism.

*Rising Entrepreneurs* offered training and support to individuals with autism spectrum disorder (ASD) on how to create, develop and maintain their own home-baked business. *Rising Entrepreneurs* was structured around a 10-week course and offered: 1 on 1 sessions focused on improving technical skills, group sessions geared towards learning about baking and confectionary businesses and signature techniques, workshops to help develop business and marketing plans, and communication, problem solving and soft skills. *Rising Entrepreneurs* developed community partnerships with 4 local chefs to teach participants a new baking skill and techniques; recruited 20 participants of which 16 completed the 10-week course; 8 participants obtained a Food Handler Card; 3 participants obtained employment; 1 participant enrolled in a vocational program, 3 participants registered with the Arizona Department of Health Services *Home Baked and Confectionary Goods* program; and 1 participant formed his home-based biscotti business and earned \$20,000.

### *A Day in our Shoes*

The Council continued an agreement with the

Morrison Institute for Public Policy, Arizona State University, to provide research, conduct focus groups, develop position papers, briefs and reports, and provide specialized assistance in public policy activities related to the Council and the current Five Year Plan.

Focus Groups were conducted in Flagstaff, Prescott Valley, Sierra Vista and Yuma to gain insight from persons with developmental disabilities on a variety of issues that are of interest to them such as employment, community inclusion, affordable housing, transportation, education, and advocacy. Forty-five individuals participated in the Focus Groups and the results were published in *A Day in Our Shoes: Adults With Developmental Disabilities Share Their Experiences Living In Small Cities and Towns*.

In addition, the following publications were developed:

- *Achieving Employment: Non-Traditional Paths to Success*
- *Poverty & Disability: By The Numbers*
- *Tax Credits – Federal Business Tax Credits/Deduction for Employing People with Disabilities: Covering Accommodations and Accessibility Costs*

## National Association of State Directors of Developmental Disabilities Services

The Council entered into an agreement with the National Association of State Directors of Developmental Disabilities Services (NASDDDS) to provide support in analyzing and developing public policy. NASDDDS conducted in-depth research to identify trends, provide information and write briefs, reports, and whitepapers resulting from multi-state and territory involvement. In the area of employment NASDDDS created a new document to be used in strategic planning entitled *Employment First: A Review of Successful State Strategies for Improving Employment Outcomes among People with Intellectual and Developmental Disabilities*

## Conferences, Seminars, Business Sponsored Events, Transition Fairs

During 2013, the Council participated in 31 community events acting as a facilitator, exhibitor, presenter and host to persons with developmental disabilities, their families and community professionals interested in learning about employment as an integral part of community life.

The information shared has led to a variety of anecdotal reports that persons interacting with Council members have used information gained to become more involved in employment planning.

# Empowerment through Information

## Project Vote - Arizona Center for Disability Law

Project Vote in year 2 created opportunities for direct engagement with candidates running for state office. The project focused on two Arizona legislative districts located in Lake Havasu and Safford. Project activities involved training self-advocates, students, group home providers, and disability organizations

"I am just beginning this journey to seek the knowledge I need to understand this condition, so I can better the services I provide to the people I work with. This was an excellent presentation and I want to learn more."

**Participant, Workshop on Early Onset Alzheimer's Disease and Related Dementias Among Persons with Down Syndrome.**

on how to develop statements and questions to ask of legislative candidates. Following training, two Arizona state legislative candidate forums were scheduled in each community/legislative district to facilitate presentation of skills and abilities learned by self-advocates and others.

### **Reducing Seclusion and Restraints through PBIS Project- Northern Arizona University's Institute for Human Development**

2013 was the first year of a multi-year project with the Institute of Human Development (NAU) to expand Positive Behavioral Interventions and Supports (PBIS) implementation in the state using a structured approach. The outcomes for the project seek to establish a sustainable program that will exist after ADDPC funding is completed, while successfully assisting Local Education Agencies (LEA's) to adopt

"I really liked that the presenter provided me with the tools necessary to find the information I need, so that I can advocate for the children I work for."

**Educator, 2013 Wrightslaw Conference**

PBIS as a recognized school cultural change process to managing student behavior. The final outcome for this project will be the elimination of restraint and seclusion used in the LEA's that participate in training while spreading the use of PBIS as an effective approach to all LEA's and charter schools in Arizona. To that end, the project completed several vital activities in 2013 including formation of a PBIS Advisory Council, development of PBIS curriculum, and the identification of potential pilot LEA/schools to participate in year 2 as pilot sites.

### **Government Affairs Liaison – Traaen & Associates**

A contract was established with a qualified state contractor to expand the Council's presence at the legislature by presenting well researched and balanced information on issues impacting persons with developmental disabilities and their families to elected officials. In addition to meeting and engaging legislators, the contractors also reviewed and reported on policies, procedures, rules, regulations, and legislation. Weekly legislative updates were created throughout the session, which were communicated to both Council members and the public through the

Council’s website. The contractor also facilitated the development of strategies that allow for partnerships with key contacts at various levels of government and community groups to communicate and educate them on issues that affect the developmental disabilities community.

### **Emergency Preparedness Project – Arizona Center for Disability Law, Statewide Independent Living Council, Arizona Department of Health Services**

The purpose of the project is to introduce and provide emergency preparedness planning at the local level, particularly in the home setting, for the developmentally disabled community throughout Arizona. The Arizona Center for Disability Law partnered with several organizations that provide support and services to persons with developmental disabilities including: the ADDPC, the Arizona

“I now have an understanding of the IEP laws. I am better prepared to advocate for my own children and can help others advocate for their children too.”  
**Parent, 2013 Wrightslaw Conference**



Department of Health Services (ADHS), the State Independent Living Council (SILC), the Native American Disability Law Center (NADLC) among others for this project.

This project was conducted in Northern Arizona and included: curriculum development in the creation of a manual and reliable resource list, the compilation of a 72-hour safety kit model to present during training sessions of self-advocates for a train the trainer model, as well as individual training of the developmentally

disabled in group homes, private residences and other locales.

### **Healthy Athletes – Special Olympics Arizona**

Special Olympics of Arizona continued their work with the Healthy Athletes and the Health Promotions School programs. The students involved in the program have not only been able to learn what constitutes healthy lifestyles, but have been able to make informed choices related to nutrition and exercise. The results have been changed behaviors and increased positive attitudes in achieving overall wellness. Through the development of a cadre of trained teachers and school nurses interacting with participating students, a statewide group of professional supports has been implemented offering a sustained source of information to student athletes and others with disabilities.

### **Conference Sponsorships**

In 2013, the Council awarded 6 grants to organizations holding conferences related to the goals of the Council. These events covered a range of topics from a Southern Arizona Border Conference on developmental disabilities to a workshop on eliminating bullying.

# Arizona Developmental Disabilities Network

The Arizona Developmental Disabilities Network (ADDN) is a collaborative built to meet the requirements of the Developmental Disabilities and Bill of Rights Act of 2000. The ADDN consists of the following members/partners:

- Arizona Developmental Disabilities Planning Council, Phoenix, Arizona
- Institute for Human Development, a University Center of Excellence in Developmental Disabilities, located at Northern Arizona University, Flagstaff, Arizona
- Sonoran University Center of Excellence in Developmental Disabilities, located at the University of Arizona, Tucson, Arizona
- Arizona Center for Disability Law, a Protection and Advocacy organization, Phoenix/Tucson, Arizona
- Native American Disability Law Center, a Protection and Advocacy partner organization, serving tribal members in Northern Arizona and the four corners

Over the course of 2013 ADDN collaborated on several projects, contributing a variety of financial, support and in-kind supports:

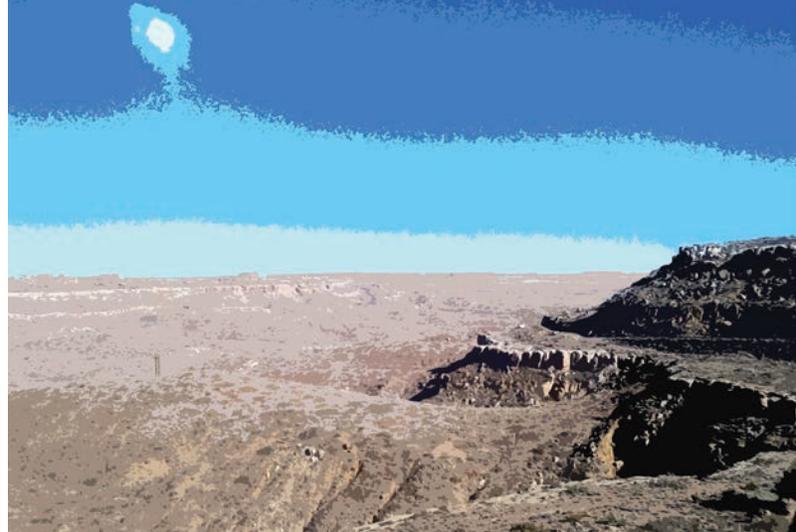
- Annual ADDN Newsletter
- 3rd Annual Border Conference, Rio Rico, Arizona
- Annual African American Disabilities Symposium
- Positive Behavior Intervention and Supports Project

## Tribal Relationships

### Housing Project and Advocacy – Native American Disability Law Center

The Native American Disability Law Center continued its work to raise awareness of the needs of tribal members with developmental disabilities in northern Arizona. Their work centered on the following activities:

- Contact and educate tribal members with developmental disabilities about their rights and available community based services to increase their ability to make informed choices.
- Collaborate with the Hopi Tribal Housing Authority to more effectively accommodate the needs of Hopis



with developmental disabilities through increased access to public housing.

- Collaborate with the Hopi Office of Special Needs and the Hopi Division of Aging and Adult Services to draft an Adult Protection Act that addresses and prevents abuse, neglect and exploitation of vulnerable Hopi tribal members.

### 9th Annual American Indian Disability Summit

*Gathering Native Voices to Ensure Well-Being & Preparedness in the 21st Century* was the theme for the 9th Annual

American Indian Disability Summit. Organized by the Arizona Bridge to Independent Living, the Summit provided an opportunity for interaction, networking, education and support for American Indians with disabilities and their families, and bridging opportunities and resources in rural and urban tribal communities. Attendees gained an awareness of support services, and became empowered by learning strategies to eliminate barriers to service delivery. ADDPC exhibited and shared resources and information during the event.



### **18th Annual Indian Nations and Tribes Legislative Day**

Held at the State Capitol and attended by over 300 people, the event provided an opportunity for ADDPC to share resource information on programs and policy initiatives with members of the Arizona Legislature and representatives from 20 Arizona Tribes.

### **Hopi 18th Annual Special Need Activity Day**

Attended by over 1,000 individuals, the event promoted disability awareness and education in the community. ADDPC served on the planning committee, sponsored printing and shared resources and information during the event.

### **Hopi Disability Awareness Conference**

Presented by the Hopi Office of Special Needs, Early Intervention & Vocational Rehabilitation Programs, the 2-day Conference included workshops on Transition Planning, Autism Spectrum Disorder, Understanding 504 Plans, Self-Advocacy and Housing. ADDPC participated in the Conference, sponsored printing and shared resources and information during the event.

### **Hopi Disability Advocacy Group**

ADDPC staff attended meetings and provided technical

assistance in the areas of organizational and leadership development which culminated in August 2013 with the Hopi Disability Advocacy Group developing and adopting Bylaws for the formal creation of the Group. ADDPC sponsored printing of the Hopi Disability Advocacy Group informational brochure and provided resource materials for distribution to residents, schools, developmental disability related organizations and Tribal Departments.

### Hopi Grant Writing Workshop

ADDPC contracted with Pima Prevention Partnership to conduct a special workshop for Hopi Tribal members on the basic fundamentals of grant writing. Nine individuals participated in the 2-day Workshop which provided hands-on instruction and individual/small group support, offered in a computer lab setting.

### Native American Disability Law Center

ADDPC has partnered with the Native American Disability Law Center to produce and disseminate the *Northern Arizona Independent Living Resource Guide* for Navajo and Hopi People with Disabilities.

### Salt River Pima Maricopa Indian Community

ADDPC exhibited and shared resources and information

at the Salt River Pima Maricopa 6th Annual Disabilities Conference.

## Program Expenditures

In 2013 the ADDPC used \$1,678,519 in federal funding for operations and to support programs that enhance the three goals developed in the Council's 2012-2016 5-Year State Plan. The distribution of funding per goal is reflected in the graph.

**Federal 2013 Expenditures per Goal Area**



# Mission & Values of the ADDPC

The Arizona Developmental Disabilities Planning Council (ADDPC) seeks to develop and support capacity building and systemic change that increases inclusion and involvement of persons with developmental disabilities in their communities through the actualization of self-determination, independence, choice, and dignity in all aspects of life.

The ADDPC moves forward the vision of one community working together to achieve full inclusion participation of all persons including persons with developmental disabilities. To achieve this goal, the ADDPC believes that:

- We are passionate about the meaningful inclusion of persons with developmental disabilities in all aspects of community life.
- Diversity should be valued in all forms tied to the belief that persons with developmental disabilities should have access to the opportunities that they select and should always be treated with respect and dignity.
- Our work is guided by the results we want to see.
- The ADDPC is accountable to persons with developmental disabilities, their families, others who support them, and those who support our work.

## Council Members

### **Will Humble**

Chairperson  
Representative, Arizona  
Department of Health Services

### **Karla Phillips**

Vice-Chairperson  
Parent/Family Advocate

### **John Black**

Representative, AHCCCS/ALTCS

### **Susie Cannata**

Parent/Family Advocate

### **Leslie Cohen**

Representative, University of  
Arizona Sonoran University Center  
for Excellence in Developmental  
Disabilities (UCEDD)

### **Monica Cooper**

Consumer/Self-Advocate

### **David Copins**

Consumer/Self-Advocate

### **Madeline Corzine**

Consumer/Self-Advocate

### **David Cutty**

Representative, Non-Government/  
Non-Profit Agency

### **John Eckhardt**

Parent/Family Advocate

### **Joyce Millard Hoie**

Representative, Family Advocacy  
Organization

### **William Kirwan**

Consumer/Self-Advocate

### **Dr. Marv Lamer**

Representative, Arizona Department  
of Education

### **Dr. Larry Latham**

Representative, Arizona Department  
of Economic Security

### **Tim Martin**

Representative, Non-Government/  
Non-Profit Agency

### **Matt McMahon**

Parent/Family Advocate

### **Ray Morris**

Parent/Family Advocate

### **Ed Myers**

Representative, Protection &  
Advocacy Agency

### **Charles Ryan**

Parent/Family Advocate

### **Elmer Saufkie**

Consumer/Self-Advocate

### **Rosemarie Strout**

Parent/Family Advocate

### **Tom Uno**

Representative, Northern Arizona  
University Institute for Human  
Development University Center  
for Excellence in Developmental  
Disabilities (UCEDD)

### **Melissa Van Hook**

Parent/Family Advocate

## **Council Staff**

### **Larry Clausen**

Executive Director

### **Shelly Adams**

Executive Secretary

### **Marcella Crane**

Contracts Manager

### **Lani St. Cyr**

Fiscal Manager

### **Michael Leyva**

Grants/Contracts Coordinator

## **Student Interns**

### **Josh Snow**

Social Media

### **Jeff Romero**

Policy Development

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[Traaen & Associates](#)

[University of Arizona, Sonoran University Center for Excellence in Developmental Disabilities](#)

[Untapped Arizona](#)



# ONE Community **Working Together**

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