

# ANNUAL WORK PLANNING

## Fiscal Year 2022 Planning

Goal 1: Goal 1: People with developmental disabilities and their families will be active in advocacy activities that improve their lives, the lives of others and the service system.

Quality Assurance	true
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Education and Early Intervention	false
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Child Care	false
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Health	false
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Employment	false
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Housing	false
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Transportation	false
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Recreation	false
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Community Supports	false
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Outreach	true
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Training	true
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Technical Assistance	false
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Supporting and Educating Communities	false
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Interagency Collaboration	true
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Coordination	false
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Barrier Elimination	false
System Design	false
Coalition Development	true
Informing Policymakers	true
Demonstration	false
Other Activities	false
Advocacy	true
System Change	false
Self Advocacy	true
Targeted Disparity	false
Collaboration	true
Rights	false
Capacity Building	false
State Protection	true
University Centers	false
State DD Agency	false
justification	
Other 1	true

Other 1 Specify	Arkansas Alliance for Disability Advocacy
Other 2	true
Other 2 Specify	Self-Advocates Becoming Empowered (SABE) Youth Ambassador project
Other 3	false

Objectives

**Objective 1.1:** Each year of the five-year plan, the Council will provide support to strengthen statewide self-advocacy organizations by increasing activity and participation by self-advocates.

Performance Measures

IA 1.1	25
IA 1.2	
IA 2.1	10%
IA 2.2	%
IA 2.3	%
IA 2.4	%
IA 2.5	%
IA 3.1	%
IA 3.2	%
SC 1.1	1
SC 1.2	

SC 1.3	
SC 1.3.1	1
SC 1.3.2	1
SC 1.3.3	
SC 1.3.4	
SC 1.4	
SC 1.5	
SC 2.1	1
SC 2.2	1
SC 2.1.1	
SC 2.1.2	
SC 2.1.3	
SC 2.1.4	
Key Activities	
<b>Key Activity 1.1.1:</b>	<b>Activity 1: The Council will provide funding to strengthen statewide advocacy organizations by facilitating and funding ways to allow an organization to increase membership and participation of self-advocates in that group.</b>
<b>Key Activity 1.1.2:</b>	<b>Activity 2: The Council will provide for training, support, and assistance to self-advocates to increase leadership and participation in self-advocacy.</b>
Expected Outputs	
<b>Expected Output 1.1.1:</b>	<b>1 funded project, 2 advocacy awareness campaigns</b>

<b>Expected Output 1.1.2:</b>	<b>5 regional presentations/meetings, 25 Self-Advocate participants; 1 training event</b>
Expected Sub-Outputs	
<b>Expected Sub-Outcome 1.1.1:</b>	<b>Increase in knowledge of disability advocacy in Arkansas;</b>
<b>Expected Sub-Outcome 1.1.2:</b>	<b>Increased number of individuals employing self-advocacy skills in their daily lives.</b>
Data Evaluations	
<b>Data Evaluation 1.1.1:</b>	<b>RFP/Solicitation; Application documentation; Award documentation; Advocacy organization reports and evaluations; Year-end budget utilization reports; Year-end goals and objectives reports and narratives.</b>
<b>Data Evaluation 1.1.2:</b>	<b>Contracts; training plans; training curriculum; advocacy project reports</b>
<b>Objective 1.2:</b>	<b>The Council will increase leadership training for self-advocates and their families, in collaboration with Disability Rights Arkansas and Partners for Inclusive Communities, by providing technical assistance and administrative support.</b>
Performance Measures	
IA 1.1	20
IA 1.2	
IA 2.1	10%
IA 2.2	%
IA 2.3	%
IA 2.4	%
IA 2.5	%
IA 3.1	75%
IA 3.2	60%

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SC 1.1

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SC 1.2

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SC 1.3

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SC 1.3.1

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SC 1.3.2

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SC 1.3.3

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SC 1.3.4

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SC 1.4

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SC 1.5

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SC 2.1

1

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SC 2.2

1

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SC 2.1.1

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SC 2.1.2

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SC 2.1.3

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SC 2.1.4

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Key Activities

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**Key Activity 1.2.1:**

**Activity 1: The Council will provide funding and resources in collaboration with the developmental disabilities network to continue employment of a statewide self-advocate coordinator, who is a self-advocate, to support self-advocates and families.**

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**Key Activity 1.2.2:** **Activity 2: The Council will collaborate with Disability Rights Arkansas and Partners for Inclusive Communities to increase self-advocacy by providing funding, technical assistance, and administrative support in a continuing annual self-advocacy leadership training event**

Expected Outputs

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**Expected Output 1.2.1:** **1 funded statewide coordinator.**

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**Expected Output 1.2.2:** **1 self-advocacy leadership training event; 20 leadership training participants.**

Expected Sub-Outputs

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**Expected Sub-Outcome 1.2.1:** **Increased policy meeting participation; Legislative hearing testimonies; Improved collaboration among self-advocates across the state; New self-advocacy groups and/or coalitions.**

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**Expected Sub-Outcome 1.2.2:** **Increased leadership knowledge/skills for training participants.**

Data Evaluations

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**Data Evaluation 1.2.1:** **Statewide coordinator contract and/or employment documentation; Monthly activity reports; Speaking event agendas. Training event agenda, roster, summary report, evaluations, completion certificates**

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**Objective 1.3:** **Each year of the five-year state plan, the Council will increase opportunities for self-advocates who are leaders to train other self-advocates for leadership and increase opportunities for participation in cross-disability, culturally diverse organizations, activities and/or events.**

Performance Measures

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IA 1.1 6

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IA 1.2

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IA 2.1 10%

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IA 2.2 %

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IA 2.3 %

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IA 2.4 6%

IA 2.5	5%
IA 3.1	75%
IA 3.2	%
SC 1.1	
SC 1.2	
SC 1.3	
SC 1.3.1	2
SC 1.3.2	2
SC 1.3.3	
SC 1.3.4	
SC 1.4	
SC 1.5	
SC 2.1	
SC 2.2	
SC 2.1.1	
SC 2.1.2	
SC 2.1.3	
SC 2.1.4	
Key Activities	



<b>Key Activity 1.3.1:</b>	<b>Activity 1: The Council will provide funding and support for self-advocates to participate in boards, councils and cross-disability culturally diverse events, or activities.</b>
<b>Key Activity 1.3.2:</b>	<b>Activity 2: The Council will provide funding and support that enables those self-advocates who completed leadership training to provide training, in their own communities, to other self-advocates who then may also become leaders.</b>
Expected Outputs	
<b>Expected Output 1.3.1:</b>	<b>Participation of 5 self-advocates in boards, councils and cross-disability culturally diverse events, or activities.</b>
<b>Expected Output 1.3.2:</b>	<b>1 trained self-advocate leader supported to conduct trainings in their community</b>
Expected Sub-Outputs	
<b>Expected Sub-Outcome 1.3.1:</b>	<b>Increased number of self-advocates in Arkansas sitting on boards or councils; Increased participation by self-advocates in culturally diverse cross-disability events or activities.</b>
<b>Expected Sub-Outcome 1.3.2:</b>	<b>Increased number of trainings conducted by self-advocate leaders across Arkansas.</b>
Data Evaluations	
<b>Data Evaluation 1.3.1:</b>	<b>Evaluation: Board or Council member data; Cross-disability event or activity attendee lists (compared with previous years to show increase). Training event schedule or log; Self-advocate leader/trainer activity reports, training evaluations; Feedback from participants (satisfaction surveys).</b>
Goal 2: Goal 2: People with developmental disabilities and their families will have improved access to community support and services.	
Quality Assurance	false
Education and Early Intervention	false
Child Care	false
Health	false
Employment	false
Housing	false

Transportation	false
Recreation	false
Community Supports	true
Outreach	true
Training	true
Technical Assistance	false
Supporting and Educating Communities	true
Interagency Collaboration	true
Coordination	false
Barrier Elimination	true
System Design	false
Coalition Development	false
Informing Policymakers	false
Demonstration	false
Other Activities	false
Advocacy	false
System Change	false
Self Advocacy	false

Targeted Disparity	true
Collaboration	false
Rights	false
Capacity Building	true
State Protection	false
University Centers	true
State DD Agency	false
justification	
Other 1	true
Other 1 Specify	community partners in Northwest Arkansas
Other 2	true
Other 2 Specify	Arkansas Coalition for Marshallese
Other 3	true
Other 3 Specify	Marshallese Education Initiative

Objectives

**Objective 2.1:** The Council will provide support to community partners to strengthen access to information, training, and education for Arkansans with developmental disabilities and their families about available programs and services within the State and about emergent issues affecting the Arkansas IDD community; provide additional training as needed.

Performance Measures

IA 1.1	150
IA 1.2	150
IA 2.1	10%
IA 2.2	5%
IA 2.3	%
IA 2.4	%
IA 2.5	%
IA 3.1	%
IA 3.2	%
SC 1.1	10
SC 1.2	
SC 1.3	
SC 1.3.1	1
SC 1.3.2	1
SC 1.3.3	
SC 1.3.4	
SC 1.4	
SC 1.5	

SC 2.1	1
SC 2.2	2
SC 2.1.1	
SC 2.1.2	
SC 2.1.3	
SC 2.1.4	
Key Activities	
<b>Key Activity 2.1.1:</b>	<b>Activity 1: Support community partners in strengthening access to information and training, both regional and statewide.</b>
<b>Key Activity 2.1.2:</b>	<b>Activity 2: Share information, knowledge, and opportunities about programs and services available within Arkansas by creating, maintaining, and updating a website, social media channels and providing printed materials for distribution.</b>
<b>Key Activity 2.1.3:</b>	<b>Activity 3: Provide training, through in-house activities, as needed to meet state plan outcome goals.</b>
Expected Outputs	
<b>Expected Output 2.1.1:</b>	<b>1 request for proposals, 3 funded projects.</b>
<b>Expected Output 2.1.2:</b>	<b>A website with event calendar and multiple resource pages; active accounts on 3 social media platforms; electronic and printed resource materials; translations of resource materials in Spanish and Marshallese; updated and/or new video resources.</b>
<b>Expected Output 2.1.3:</b>	<b>Training presentations, as needed.</b>
Expected Sub-Outputs	
<b>Expected Sub-Outcome 2.1.1:</b>	<b>Increased access to training, information and resources; Increased knowledge of community supports and services.</b>
Data Evaluations	
<b>Data Evaluation 2.1.1:</b>	<b>RFP/Solicitation; Application documentation; Award documentation; Year-end budget utilization reports; Year-end goals and objectives narratives. Contracts; Website and social media analytics; Visitor/Viewer feedback; Website calendar event posting requests; Printed materials request and distribution</b>

data. Community partner organization reports / evaluations; Event or training plans/agendas; Event or training follow-up evaluations; Training rosters; Website and social media visitor feedback comments; Printed materials request and distribution data; Satisfaction survey feedback from individuals who received training and/or information.

**Objective 2.2:**

To address targeted disparity, the Council will work with partners across the state to reduce barriers when accessing information and services for Marshallese people with intellectual and developmental disabilities (IDD), families, and community leaders.

Performance Measures

IA 1.1

IA 1.2

200

IA 2.1

%

IA 2.2

10%

IA 2.3

10%

IA 2.4

%

IA 2.5

%

IA 3.1

%

IA 3.2

60%

SC 1.1

SC 1.2

SC 1.3

SC 1.3.1

1

SC 1.3.2

1

SC 1.3.3	1
SC 1.3.4	1
SC 1.4	15
SC 1.5	
SC 2.1	2
SC 2.2	2
SC 2.1.1	
SC 2.1.2	
SC 2.1.3	
SC 2.1.4	

Key Activities

**Key Activity 2.2.1:** The Council will fund community partner projects to reduce barriers to supports and services for people with intellectual and developmental disabilities in the Marshallese population.

Expected Outputs

**Expected Output 2.2.1:** 2 funded projects

Expected Sub-Outputs

**Expected Sub-Outcome 2.2.1:** Increased knowledge of barriers for this population; Effective partnership with community partners; Culturally appropriate resources, training and supports are available to target population.

Data Evaluations

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**Data Evaluation 2.2.1:** Application and proposal documentation; Project budget; Award documentation; Barriers identified; Monthly reports; Year-end budget utilization reports; Year-end goals and objectives narratives; feedback from organizations and/or agencies that provide support to the Marshallese community; Community partner evaluations; feedback from the Marshallese community; Participant satisfaction data.

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**Objective 2.3:** The Council will collaborate with community partners to identify and act on strategies to reduce barriers when accessing supports and services for Arkansans with IDD who have limited English proficiency (non-English speaking, English as a Second Language, and those with other communication needs).

Performance Measures

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IA 1.1

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IA 1.2 300

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IA 2.1 %

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IA 2.2 10%

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IA 2.3 %

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IA 2.4 10%

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IA 2.5 %

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IA 3.1 %

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IA 3.2 60%

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SC 1.1 1

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SC 1.2

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SC 1.3

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SC 1.3.1 2

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SC 1.3.2 2

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SC 1.3.3

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SC 1.3.4

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SC 1.4

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SC 1.5

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SC 2.1

1

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SC 2.2

1

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SC 2.1.1

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SC 2.1.2

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SC 2.1.3

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SC 2.1.4

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Key Activities

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**Key Activity 2.3.1:**

**The Council will fund community partner projects to reduce barriers to supports and services for Arkansans with intellectual and developmental disabilities who do not speak English, have limited English proficiency (LEP), or other communication needs.**

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Expected Outputs

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**Expected Output 2.3.1:**

**1 funded project**

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Expected Sub-Outputs

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**Expected Sub-Outcome 2.3.1:**

**Increased knowledge of barriers for this population; Effective partnership with community partners; Culturally appropriate resources, training and supports are available to target population.**

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Data Evaluations

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**Data Evaluation 2.3.1:**      **Application and proposal documentation; Project budget; Award documentation; Barriers identified; Monthly reports; Year-end budget utilization reports; Year-end goals and objectives narratives; feedback from organizations and/or agencies that provide support to the target community; Community partner evaluations; feedback from the target community; Participant satisfaction data.**

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Goal 3: Goal 3: The Council will collaborate with the PASSEs, state agencies, and/or community programs to improve competitive, integrated employment of Arkansans with developmental disabilities.

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Quality Assurance	false
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Education and Early Intervention	false
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Child Care	false
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Health	false
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Employment	true
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Housing	false
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Transportation	false
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Recreation	false
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Community Supports	false
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Outreach	true
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Training	true
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Technical Assistance	true
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Supporting and Educating Communities	false
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Interagency Collaboration	true
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Coordination	false
Barrier Elimination	false
System Design	true
Coalition Development	true
Informing Policymakers	true
Demonstration	false
Other Activities	false
Advocacy	true
System Change	true
Self Advocacy	false
Targeted Disparity	false
Collaboration	true
Rights	false
Capacity Building	false
State Protection	true
University Centers	false
State DD Agency	true

justification

Other 1	true
Other 1 Specify	State Vocational Rehabilitation Agency - Arkansas Rehabilitation Services
Other 2	true
Other 2 Specify	APSE AR (Arkansas Chapter of Association of People Supporting Employment First)
Other 3	false

Objectives

**Objective 3.1:** The Council will promote participation of people with IDD in employment first activities and similar community programs to advocate for legislative and policy changes that lead to an increase in competitive, integrated employment.

Performance Measures

IA 1.1	10
IA 1.2	0
IA 2.1	10%
IA 2.2	0%
IA 2.3	0%
IA 2.4	10%
IA 2.5	2%
IA 3.1	60%
IA 3.2	0%
SC 1.1	1

SC 1.2	0
SC 1.3	0
SC 1.3.1	0
SC 1.3.2	0
SC 1.3.3	0
SC 1.3.4	0
SC 1.4	0
SC 1.5	0
SC 2.1	1
SC 2.2	1
SC 2.1.1	0
SC 2.1.2	0
SC 2.1.3	0
SC 2.1.4	0

Key Activities

**Key Activity 3.1.1:** Activity 1: The Council will participate in employment first initiatives and similar community programs to advocate for legislative and policy changes designed to increase competitive, integrated employment.

**Key Activity 3.1.2:** Activity 2: The Council will act to ensure and promote meaningful involvement by self-advocates in employment first initiatives.

Expected Outputs

<b>Expected Output 3.1.1:</b>	<b>Council representative attendance at 4 employment first initiative or organization meetings each year; Council collaboration with 3 partners.</b>
<b>Expected Output 3.1.2:</b>	<b>10 self-advocates participate in Employment First initiatives.</b>
Expected Sub-Outputs	
<b>Expected Sub-Outcome 3.1.1:</b>	<b>Increased Council participation in Employment First initiatives; Improved Council collaboration with developmental disability and employment network partners.</b>
Data Evaluations	
<b>Data Evaluation 3.1.1:</b>	<b>Council representative reports; Workgroup meeting minutes or reports; New legislation, policies or regulations; Self-advocate reports; Self-advocate travel records.</b>
<b>Objective 3.2:</b>	<b>The Council will help increase the capacity of service providers and educate employers to increase opportunities for competitive, integrated employment of Arkansans with intellectual and developmental disabilities (IDD).</b>
Performance Measures	
IA 1.1	0
IA 1.2	0
IA 2.1	0%
IA 2.2	0%
IA 2.3	0%
IA 2.4	10%
IA 2.5	0%
IA 3.1	0%
IA 3.2	0%

SC 1.1	3
SC 1.2	
SC 1.3	0
SC 1.3.1	3
SC 1.3.2	3
SC 1.3.3	0
SC 1.3.4	0
SC 1.4	120
SC 1.5	2
SC 2.1	3
SC 2.2	3
SC 2.1.1	1
SC 2.1.2	0
SC 2.1.3	0
SC 2.1.4	0

Key Activities

**Key Activity 3.2.1:** Activity 1: In collaboration with DD Network partners, the Council will provide training, mentorship, and guidance on competitive, integrated employment of people with developmental disabilities to managed care organizations.

**Key Activity 3.2.2:** Activity 2: The Council will collaborate with state vocational rehabilitation service agencies to support educational activities and capacity-building.

<b>Key Activity 3.2.3:</b>	<b>Activity 3: Provide information and resources on inclusive hiring practices to employers and human resource departments to increase competitive, integrated employment of people with developmental disabilities.</b>
Expected Outputs	
<b>Expected Output 3.2.1:</b>	<b>4 meetings with PASSE organizations.</b>
<b>Expected Output 3.2.2:</b>	<b>1 collaborative initiative with Arkansas Rehabilitation Services.</b>
<b>Expected Output 3.2.3:</b>	<b>1 contract for professional services; 1 employer needs survey; 1 employer education program; 1 awareness campaign; 5 speaking engagements by executive director; 2 participating employers; 1 community influencer engaged to promote inclusive hiring; toolkits and resource materials for dissemination to employers.</b>
Expected Sub-Outputs	
<b>Expected Sub-Outcome 3.2.1:</b>	<b>Increase knowledge and resources for employers to hire individuals with developmental disabilities; Increased number of employers willing to employ individuals with developmental disabilities. Increased service capacity of supported employment professionals and/or service organizations.</b>
Data Evaluations	
<b>Data Evaluation 3.2.1:</b>	<b>PASSE meeting logs, rosters, minutes; Collaboration activity reports, budgets, feedback from Arkansas Rehabilitation Services; Contract documentation and budget; Contractor service satisfaction reports; Employer needs survey results report and recommendations; 1 employer education program evaluations and participant feedback; Executive director activity reports; Inventory of resource materials developed; Participant satisfaction data.</b>