

Goals and Objectives



Goal 1, Empowering People

All Vermonters with developmental disabilities and their family caregivers are empowered to make personally meaningful culturally appropriate choices about their services, education, employment, guardianship status, healthcare, living situation, and relationships.

Objective 1.1, Leadership Development

- The VTDDC will support self-advocates and family members to become leaders in the disability rights movement.

Objective 1.2, Support for Self-Advocacy

- The VTDDC will support the expansion and long-term sustainability of the self-advocacy movement in Vermont.

Objective 1.3, Guardianship

- In collaboration with stakeholders, the VTDDC will promote the widespread understanding of alternatives to full guardianship, including supported decision making.

Objective 1.4, Peer Support

- The Council will ensure that trained peers are available to support those who need help with their Home and Community-Based Services (HCBS) and other supports.

Objective 1.5, Family Caregivers of Adults

- The VTDDC will support and connect family caregivers of adults with developmental disabilities as measured by increasing utilization of new technology-based tools for disseminating information and social networking.



Goal 2, Gaps in Services

Working with community partners, the VTDDC will address three (3) gaps in services for people with developmental disabilities and their family members.

Objective 2.1, Universal Design

- In collaboration with community partners, the VTDDC will create plain language health information and advocate for accessible spaces for recreation in order to improve the health, and wellness of individuals with developmental disabilities in Vermont.

Objective 2.2, Housing

- In collaboration with community partners, the VTDDC will develop and promote more housing options for adults with developmental disabilities. These living options must be affordable, foster independence, ensure necessary support, and assist in the development of friendships and other community connections.



GOAL 3, Addressing the Needs of an Underserved Group

VTDDC will advocate that individuals with complex disabilities and/or substantial support needs¹ have equitable access to, and appropriate supports to realize, opportunities for employment, social engagement, and personal development as measured by increases in relevant national core indicators.

Objective 3.1, Customized Employment

- Working with community partners, the VTDDC will develop and promote more customized, integrated employment opportunities for individuals with complex disabilities and/or substantial support needs.

Objective 3.2, Adult Services

- In collaboration with community partners, the VTDDC will develop and promote opportunities for individuals with complex disabilities and/or substantial support needs to increase social engagement, and independence.

¹ The concept of “complex disabilities and/or substantial support needs” is subjective and fluid. It can be understood to include individuals who have medical or mental health conditions that complicate their developmental disability, individuals who have support needs across several life domains (for example, communication, self-care, mobility), and/or individuals whose personal situation has caused an increased need for support (for example, someone at risk of homelessness). Someone may have high support needs at one period of their life, and lower support needs later. The concept is not intended to justify a negative judgement or low expectations. In fact, the intent of this goal area is to provide support and accommodations that provide individuals with complex disabilities with the same opportunities as other individuals with developmental disabilities.



Goal 4, Systems Change

The VTDDC will support policies and practices that promote self-determination, full community inclusion, and equitable access to high quality services and supports.

Objective 4.1, Raise Awareness

- The VTDDC will conduct outreach and public awareness campaigns that change perceptions about the abilities and contributions of people with developmental disabilities as measured by an annual statewide survey.

Objective 4.2, Ongoing Policy Advocacy

- The VTDDC will monitor state and federal legislation and policy, educating decision-makers and building strategic partnerships as needed. Working through its Policy Committee, the VTDDC will be able to address issues that were not foreseen or that have grown to be a priority, thereby adding to the number of best and promising practices supported in law, rule, and policy.

Objective 4.3, Systems of Care

- The VTDDC will advocate that Vermont adequately fund Home and Community-Based Services (HCBS). Vermont will have a strong, stable, and equitable service delivery systems that protect the right to person-centered planning, emphasize prevention over crisis care, and individualized, flexible supports rather than adhering to rigid service categories.

Objective 4.4, Direct Support Workforce

- The VTDDC will advocate for the professionalization and stabilization of the direct care workforce as evidenced by a reduction on turnover and vacancy rates.