

Workplans

Federal Fiscal Years '22 & '23





Introduction

How Councils are Expected to Build their Workplans for ACL Review

Online Modules



- Video 1 Introduction to the Workplan
- How it is structured.
 - How the Council sorted through its 14 objectives.
 - What makes a good Workplan.
- Video 2 Empowering People
- Video 3 Gaps in Services
- Video 4 Addressing the Needs of an
Underserved Group
- Video 5 Systems Change
- Video 6 Conclusion. Is this a good Workplan?





Our federal partner, the Administration for Community Living ([ACL](#)), thinks of Council work in these terms:



Where **inputs** are the Council's Resources

And

Activities are what the Council does or what the Council makes happen

Result in

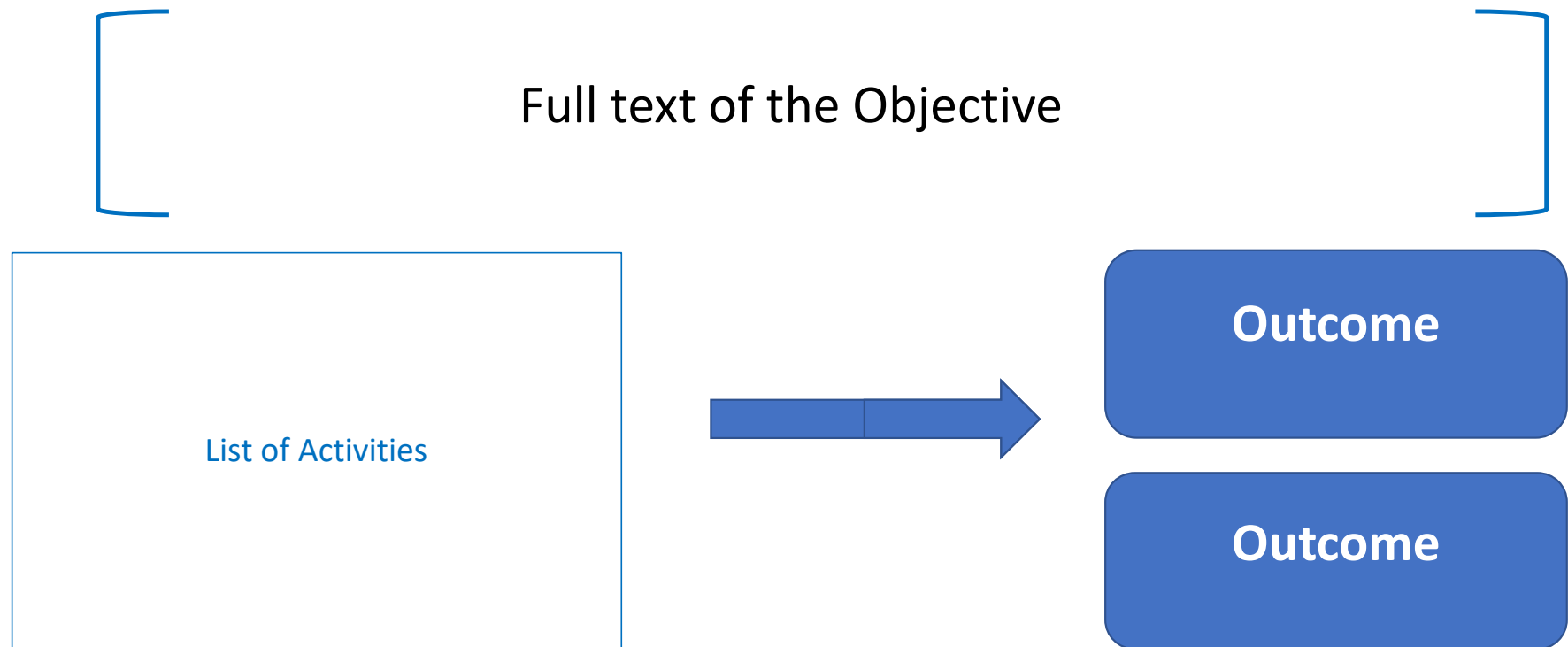
Outputs are "deliverables" – concrete objects or things

And

Outcomes are changes in the world around us

What this power point looks like

Objective – number and name



What this power point looks like

Objective – number and name

The VTDDC will Create...

- Output
- Output
- Output
- Output
- Output

4 “Buckets” with Color Codes



Category 1, Underway	Category 2, New	Category 3, Study
Goal Area 1, Empowering People		
Obj. 1.1 Leadership Obj. 1.2 Self-Advocacy Obj. 1.3 Guardianship	Obj. 1.4 Peer Support	Obj. 1.5 Family Support
Goal Area 2, Gaps in Services		
	Obj. 2.3 Transportation	Obj. 2.1 Universal Design Obj. 2.2 Housing
Goal Area 3, Underserved Group		
	Obj 3.1 Customized Employment Obj 3.2 Adult Services	
Goal Area 4, Systems Change		
Obj 4.2 Ongoing Policy Advocacy	Obj. 4.1 Raise Awareness Obj. 4.3 Systems of Care Obj. 4.4 Workforce Development	

ACL also classifies Council work this way...

8 Areas of Emphasis

- Employment
- Housing
- Transportation
- Recreation
- Health & Healthcare
- Quality Assurance
- Education & Early Intervention
- Formal & Informal Supports

11 Strategies

1. Outreach
2. Technical Assistance
3. Supporting & Educating Communities
4. Interagency Collaboration & Coordination
5. Coordination with Related Councils, Committees, & Programs
6. Barrier Elimination
7. Systems Design and Redesign
8. Coalition Development and Citizen Participation
9. Informing Policy Makers
10. Demonstration of new Approaches to Services and Supports
11. Other Activities

What makes a good Workplan?

- Uses many different strategies from the list of 11.
- Covers many areas of emphasis, some in great depth
- There are activities that support 2 or more Objectives.
- All the DD Act requirements are met the Plan.
- Most projects are undertaken in collaboration with other organizations.
- The Workplan sets realistic targets.
- The Workplan balances innovation and sustaining long-term systems change efforts.





Empowering People

Goal Area 1 with 5 Objectives

Objective 1.1, Leadership Development



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

Vermont Leadership Series

- Plan and host [the Leadership Series](#) each year in the Spring. Evaluate participants.
- Host a **NEW** offering, a Summer Summit for all graduates.

GMSA Teaches Self-Advocacy

- **Voices and Choices**
- Self-Advocacy Grant supports **peers teaching** local self-advocacy groups & youth in schools.



At least 20 self-advocates & family members/year receive leadership training, strengthening the pool of Vermonters prepared to advocate for systems change.

Self-advocates teach/reinforce leadership skills through local groups on at least 20 occasions/year and at the statewide self-advocacy conference

Objective 1.1, Leadership Development

VTDDC will create....

- 40+ self-advocates & family members trained in Leadership (reaching a total of 200)
- Celebration of Leadership – 10 Years!
- A **new** summer program for Leadership grads
- Data collected for ACL; baseline set for next deep dive assessment.
- 2 successful statewide self-advocacy conferences.
- 20 sessions/year where self-advocates teach peers about speaking up, leadership skills, and the Self-Advocacy Movement.





Objective 1.2, Self-Advocacy

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

Expansion

- GMSA adds at least 2 local areas that can support **new self-advocacy groups**; provides ongoing technical assistance to establish these groups.

Sustainability

- Board of GMSA receives **training**.
- Board reviews **strategic plan** annually.
- Board writes detailed **sustainability plan**.



VT's statewide self-advocacy organization adds new groups based on local interest.

The Self-Advocacy Movement in VT has a strong sustainability plan in place for when its Administrative Director retires.

Continued...



Objective 1.2, Self-Advocacy

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

Diversity

- GMSA partners with agencies & transition programs to reach out and include self-advocates from **diverse communities**.
- GMSA teaches local self-advocacy groups, direct support providers, and family caregivers how to **include individuals with complex disabilities and/or substantial support needs** to be part of the Self-advocacy Movement in Vermont. (See also Obj. 3.2)



VT's statewide self-advocacy organization reaches out to youth and adults with I/DD who are BIPOC and/or New Americans

More individuals with complex disabilities and/or substantial support needs participate in local self-advocacy groups.

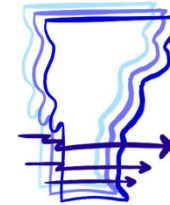
Objective 1.2, Self-Advocacy

VTDDC will create...

- At least two (2) **new** local Self-Advocacy Groups.
- 20-30 well-informed Board members.
- Updated strategic plan for GMSA
- Detailed sustainability plan for GMSA.
- 10+ youth/year who are BIPOC and/or New Americans who have learned about self-advocacy.
- 15% increase in GMSA's membership over two (2) years.



Objective 1.3, Guardianship



VERMONT YOUTH
Ambassadors for Choice.

Working with community partners, the VTDDC will promote a range of alternatives to full guardianship, including supported decision making.

Community of Practice (CoP)

- CoP oversees **strategies** to increase the number of Vermonters with I/DD who access alternatives to full guardianship, including using the legislative process
- CoP develops **plan for sustaining** the Youth Ambassadors beyond Year 1.

Youth Ambassadors

- Train at least four (4) Youth Ambassadors and support them in reaching out to peers to discuss guardianship.
- **Video** and/or **story portrait** that promote the Youth A.

Parent Training

- Family members learn about alternatives to guardianship through **workshops and materials**.

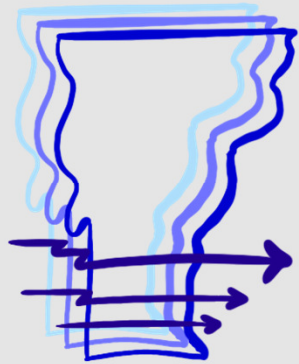


The CoP addresses at least three (3) barriers to alternative guardianship agreements.

The 2-4 trained Youth Ambassadors speak with peer groups at conferences, workshops, and high school events.

The CoP informs family members about supported decision-making and other alternatives through multiple events and easy-to-read materials.

Objective 1.3, Guardianship



VERMONT YOUTH
Ambassadors for Choice.

VTDDC will create...

- Legislation and/or rules that eliminate barriers to alternative guardianship arrangements.
- Plan for ongoing Youth Ambassador Program.
- Contract with GMSA.
- Video and/or Story Portrait of the Youth Ambassadors.
- 30+ parents trained about alternatives.
- 3-5 easy-to-read materials about guardianship in English and other languages.



Objective 1.4, Peer Support

The VTDDC will ensure that trained peers are available to support those who need help with their HCBS and other supports.

Training Self-Advocates

- Provide **advanced level training** to at least 10 self-advocates who would be potential candidates for peer support jobs.
- Develop **supervisory structure** for peer advocates.

Special Education

- Continue to fund **COPAA training** & host three (3) events to connect graduates of COPAA.



At least 10 self-advocates have received advanced training in person-centered planning and peer mentoring.

At least 20 parents have received SEAT 1.0 or 2.0 training through COPAA; VT graduates begin identifying as a CoP.

Objective 1.4, Peer Support



The VTDDC will ensure that trained peers are available to support those who need help with their HCBS and other supports.

Information Sharing

- Establish an **independent, curated website** with information about adult services.

Family Networking

- Establish three (3) safe **networking opportunities** for parent caregivers of an adult with I/DD



Self-Advocates & family members have access to a website with unbiased & complete information about adult HCBS.

Family caregivers of adults connect with one another through the website and other channels to share information.

Objective 1.4, Peer Support

VTDDC will create...

- At least 10 trained self-advocate peer mentors.
- Advanced training curricula for peer mentors.
- Preliminary guidelines and emerging leadership structure for peer mentors.
- At least 20 more family members who have taken a COPAA course.
- Emerging community of practice (CoP) for special education advocacy.
- Independent, curated website with information about adult programming.
- Board and policies for the website.
- Safe, on-line means of connecting with family caregivers for support and problem solving.



Objective 1.5, Family Caregivers of Adults

The Council will support and connect family caregivers of adults with developmental disabilities.



Convene

- Convene **a workgroup of family caregivers**, initially focused on the adult services website (**See Obj. 1.4**)
- Host informational events.
- Name/**brand** the group.

Preliminary Structure

- The workgroup adds **subcommittees and projects**.

Study

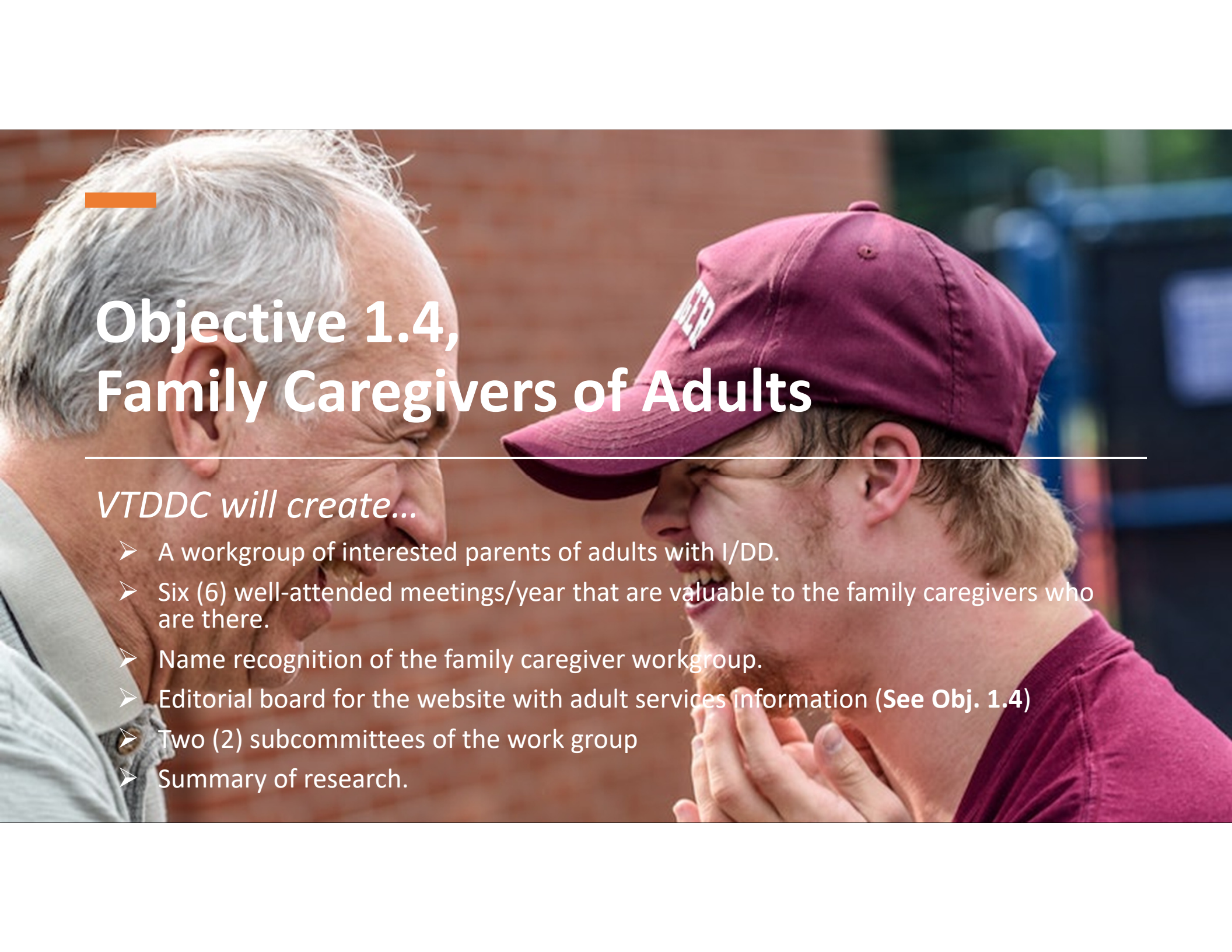
- Staff **learn successful models for family support**.



Over 2 years, a cohesive group of family caregivers is established with a shared interest in improving communication and quality assurance in adult services.

The workgroup has an emerging leadership structure.

Staff are more knowledgeable about family support.



Objective 1.4, Family Caregivers of Adults

VTDDC will create...

- A workgroup of interested parents of adults with I/DD.
- Six (6) well-attended meetings/year that are valuable to the family caregivers who are there.
- Name recognition of the family caregiver workgroup.
- Editorial board for the website with adult services information (**See Obj. 1.4**)
- Two (2) subcommittees of the work group
- Summary of research.

Goal Area 1: Empowering People

All 5 Objectives address **two (2) areas of emphasis:** formal and informal supports & quality assurance.

This goal area meets the **Act's requirement** for:

- ✓ Supporting self-advocacy
- ✓ Supporting peers to teach other peers
- ✓ Partnering with DD Network Organizations



This Goal Area will use at least **6 of 11 Strategies**

- | | |
|--|--|
| <ul style="list-style-type: none">○ Outreach | <ul style="list-style-type: none">○ Demonstration of New Approach |
| <ul style="list-style-type: none">○ Technical Assistance | <ul style="list-style-type: none">○ Coordination with Related Councils |
| <ul style="list-style-type: none">○ Barrier Elimination | <ul style="list-style-type: none">○ Supporting & Educating Communities |



Gaps in Services

Goal Area 2 with 3 Objectives

Objective 2.1, Universal Design

Working with community partners, the VTDDC will advocate that spaces and programs for recreation, health, and wellness are fully accessible and follow the principles of universal design.

Build Relationships

- Conduct **focus groups**
- Interview **key stakeholders** and potential partners including healthcare professionals, VT Agency of Parks and Recreation, and VT Dept. of Tourism and Marketing.
- Summarize **findings**

Research

- Follow legislation & Vermont-specific research
- Summarize **findings with recommendations.**



VTDDC has built relationships with ADA experts, accessibility advocates, and key decision-makers who are concerned about increasing accessibility in VT.

Staff will become knowledgeable about universal design, especially as it applies to healthcare and recreational settings.

Objective 2.1, Universal Design, *Cont.*

Working with community partners, the VTDDC will advocate that spaces and programs for recreation, health, and wellness are fully accessible and follow the principles of universal design.

Invest

- Include ADA enforcement, accessibility awareness, and universal design project as a subject for [SEEDS proposals](#).
- Reach out to potential applicants: Oakledge for All and the UVM Empower Program at UVM MC.

Vaccine Access Project

- With VFN & other groups, develop **training and protocols** that reach 75% of vaccine-ready medical practices that see children 2-18 years.
- Share **sensory toolkits** with practices.



Small, well-placed investments in accessibility change the built environment and raise awareness about universal design.

Children & Youth with sensory issues, anxiety, etc. have access to vaccines in a setting prepared to accommodate their needs and reduce stress.



Objective 2.1 Universal Design

VTDDC will create...

- Written summaries of research findings, focus groups, and stakeholder input.
- Training curriculum for medical providers RE: how to accommodate children with sensory issues, anxiety, and other disabilities when receiving a vaccine.
- Sensory toolkits for medical practices that see children.

Objective 2.2, Housing



Working with community partners, the VTDDC will develop and promote housing options for adults with I/DD. These living options must be affordable, foster independence, ensure necessary support, and assist in the development of friendships and other community connections.

Build Relationships

- Conduct **focus groups**
- Interview key **stakeholders** and potential partners
- Join the [VT Affordable Housing Coalition](#).

Research

- Follow legislation & Vermont-specific research
- Summarize findings with recommendations in a **White Paper**.

Advocate

- That **1x HCBS funds** be used to stand up two (2) new housing models.
- That Vermont enforce the **HCBS Settings Rule**.



VTDDC has built relationships with housing experts, housing advocates, and key decision-makers who are concerned about housing.

Staff will become knowledgeable about housing issues, especially models for supported housing for people with I/DD.

People with I/DD have at least two additional housing models from which to choose for their living situation.



Objective 2.2, Housing

VTDDC will create...

- White Paper that summarizes research findings and the recommendation by self-advocates and family members regarding new housing models.
- Talking points, public comment, and a housing campaign plan for YEAR 3.

Objective 2.3, Transportation

Working with community partners, the VTDDC will develop and promote more affordable, convenient, and flexible transportation options for people with developmental disabilities.

Build Relationships

- Meet with [DOT officials](#) and follow the E&D Advisory Group at DOT.
- Testify in committees of jurisdiction.

Research

- Learn about models in other states and about **micro-transit**.

Advocate

- That **1x HCBS funds** be used to stand a fleet of vehicles available regionally for HCBS recipients.
- That transportation be embedded in **supported housing** for people with I/DD. (See also Obj. 2.2)
- That **1 micro-transit option** be added to one region.



VTDDC staff and members know key legislators on the Transportation Committees and at DOT.

Staff will become knowledgeable about transportation issues, especially micro-transit & other models for rural areas.

People with disabilities have more equitable and frequent access to transportation.

An aerial photograph of a town intersection in Vermont. The image shows a multi-lane road crossing a smaller road, with several buildings, parking lots, and trees. The text "THE ROAD TO THE FUTURE: TRANSPORTATION IN VERMONT" is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

THE ROAD TO THE FUTURE: TRANSPORTATION IN VERMONT

Objective 2.3, Transportation

VTDDC will create...

- New relationships on which to build strategic partnerships in the transportation arena.
- Well researched list of recommendations to improve access to transportation and equitable reimbursement rates for this service.
- 1-3 Policy Changes that eliminate barriers to affordable, convenient transportation.
- 1 regional campaign to introduce a micro-transit option.

Goal Area 2: Gaps in Services

These three (3) Objectives address **six (6) areas of emphasis.**

Health and Healthcare

Recreation

Formal and Informal Supports

Housing

Quality Assurance

Transportation



This goal area does not meet any of the Act's requirements.

This goal area uses at least **six (6) of 11 strategies.**

- Outreach
- Technical Assistance
- Barrier Elimination
- Demonstration of New Approach
- Coordination with Related Councils
- Interagency Collaboration & Coordination



Addressing the Needs of an Underserved Group

Goal Area 3 with 2 Objectives

Objective 3.1, Customized Employment

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

Community of Practice (CoP)

- Convene families who sport an individual using CE.
- Provide 6 meetings/year with information these families identify as useful.
- Provide mileage and/or stipends.
- Connect this emerging CoP with the Governor's Council on the Employment of People with disabilities and other groups.
- Plan for a conference in YEAR 2.



Establish bi-monthly meetings of family members, providers, and self-advocates, as well as Vocational Rehabilitation experts, to learn about best practices in CE, how these are being used in VT, and how to promote more opportunities for CE.

Objective 3.1, Customized Employment, *Cont.*

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



Raise Awareness

- Plan for a **conference** in YEAR 2, possibly in collaboration with APSE, focused on CE and entrepreneurship for people with complex disabilities
- Invest in an installment in the ***Working with Disabilities*** by Public Assets that highlights CE and entrepreneurship.



Conference in YEAR 2 and publication by Public Assets energizes providers to support CE and entrepreneurship for people with complex disabilities and/or high support needs.

Objective 3.1, Customized Employment, *Cont.*

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



Invest

- Include CE and support for entrepreneurship as priority areas for SEEDS proposals.
- Solicit proposals for SEEDS grants from practitioners of CE and model programs.
- Form a subcommittee of family caregivers of adults who support an individual who participates in CE as part of **Obj. 1.5**



SEEDS RFP will solicit projects that use CE to create desirable jobs for people with complex disabilities and/or substantial support needs, including entrepreneurial opportunities.



VTDDC will create...

- A community of practice with a shared understanding of and interest in promoting customized employment (CE).
- New relationships with potential partners interested in CE.
- Year 2 conference attended by at least 50 people interested in CE.
- Paper as part of the *Working with Disability Series*.
- Contract with Public Assets.
- 1-3 SEEDS grants that test best practices in CE and entrepreneurship

Objective 3.2, Adult Services

Working with community partners, the VTDDC will develop and promote opportunities for adults with complex disabilities an/or substantial support needs to increase social engagement and independence.



Information

- Create an **independent, curated website**. See Obj. 1.4
- Create an easy-to-read **guide** about adult services in multiple languages.
- Create a **safe, on-line space** for families who support an adult with I/DD. See Obj. 1.4

Advocate

- That AOE stand up more **vocational programs** for transition-age youth with complex disabilities
- That youth that lost transition services during the pandemic have **additional time** to receive Special Education Services.



Individuals & family members have access to a website with comprehensive, curated information about adult HCBS in easy-read and plain language, and other languages spoken in VT.

The DDSD System of Care, HCBS Enhancement Funds, and AOE ARPA Funds support programs that increase social skills for adults with significant disabilities.

Objective 3.2, Adult Services, *Cont.*

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



Systems Innovation

- Include adult services for people with complex disabilities as a potential focus for [SEEDS grants](#).
- Issue up to 3 [SEEDS](#) grants /year to test innovations to adult services for people with complex disabilities.
- Provide technical assistance to SEEDS Award recipients.
- Develop a plan to sustain the most successful innovations



Through SEEDS grants over 2 years, promising practices emerge, and a plan is developed to sustain these innovations.

VTDDC will create...

- Independent, curated website with recognizable brand, clear editorial policies, and materials that are rated as highly useful by family members navigating adult services.
- Easy-to-read guide to adult services.
- Law or rule extending special education services to youth beyond age 22 if their transition services were negatively impacted by the pandemic.
- At least three (3) SEEDS Grants/year that test innovated practices in adult services.



Goal Area 3:

Addressing the Needs of an Underserved Group



These 2 Objectives address **four (4) areas of emphasis.**

Health and Healthcare

Recreation

Formal & Informal Supports

Employment

This goal area meets the **Act's requirement to address the needs of an underserved group.**

This goal area uses at least **six (6) of 11 strategies.**

- | | |
|------------------------|---|
| ○ Outreach | ○ Demonstration of New Approach |
| ○ Technical Assistance | ○ Coordination with Related Councils |
| ○ Barrier Elimination | ○ Demonstration of New Approaches to Services |



Systems Change

Goal Area 4 with 4 Objectives

Objective 4.1, Raise Awareness

The VTDDC will conduct outreach and public awareness campaigns that change the perceptions about the abilities and contributions of people with developmental disabilities.



Survey Public

- In collaboration with CDCI, identify 1-5 questions to add to the **UVM Rural Studies annual survey**.
- Through the Rural Studies survey, collect data annually about public perceptions of people with I/DD.

Story Portraits

- Add 5 Story Portraits/year.
- Host **art show** at the Statehouse (YEAR 1) and at least 2 other venues (YEAR 2). Could be blended with **Storytelling**.



A baseline is established against which VTDDC can measure changes in Vermonters' attitudes about people with disabilities.

Legislators and others see and hear compelling images and stories of fellow Vermonters with disabilities.

Objective 4.1, Raise Awareness

The VTDDC will conduct outreach and public awareness campaigns that change the perceptions about the abilities and contributions of people with developmental disabilities.

Story Telling

- VTDDC hosts at least 1 **Storytelling Evening** each year where self-advocates and family caregivers submit stories to a contest where the prize is the opportunity to share their story at a public event.

Other Awareness Activities

- Through the **Self-Advocacy Grant**, self-advocates speak to at least 3 professional or para-professional groups/year. (See **Obj. 1.2**).
- Begin storyboarding and collecting articles for **Hello, Neighbor**, which will be published in YEAR 3.



Individuals & family members are empowered by sharing stories 7 VTDDC has 8-10 new stories/year.

Professional and/or para-professional groups learn about disability rights and self-advocacy.

VTDDC is prepared to publish a second installment of *Hello, Neighbor*.

VTDDC will create...

- A Quantitative data set that measures changes over time in perceptions of and attitudes about people with I/DD.
- At least 10 new Story Portraits.
- Qualitative data illustrating people's response to the VTDDC Art Show/Story Portraits.
- Press releases and media coverage.
- At least 250 people/year who have received training about disability rights and self-advocacy.



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.

Annual Legislative Platform

- Work with the Policy Committee to identify and vet **potential platform items**; full Council vote in Dec,
- Meet with legislators, testify, and support people to testify, as needed.

National Issues

- Visit **Congressional Delegation** at least 1x/year with members.
- Attend NACDD policy-related calls as needed.

Executive Branch

- Monitor 7-10 committees; provide public comment.



VTDDC prioritizes its legislative advocacy.

VTDDC responds to Congressional action and Executive Orders as needed.

VTDDC monitors and responds to actions by VT government agencies.

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.

Disability Awareness Day

- With Community Partners, plan an impactful event or events that promote the broad agenda of the disability community
- Support member & others to testify live or via video, sharing their lived experience as a person with a disability or a family member.

Video Testimony

- Working through its Policy Committee, VTDDC will create short videos for legislators showing members and others from the disability community weighing in on specific legislation.



Lawmakers are aware of the needs of people with disabilities and the specific legislation that will address these needs.

Members & other self-advocates and family members have an opportunity to share their experience with legislators at a time when testimony is limited by the virtual format of the Session (Year 1)



VTDDC will create...

- Annual legislative platform which is shared with Vermont legislators.
- Relationships with key legislators.
- Testimony by staff, Council Members, and others with lived experience.
- Relationships with staff in the office of VT's Congressional Delegation.
- Public comment on national disability issues.
- Public comment on disability issues at the State level, including video testimony.
- An impactful Disability Awareness Event(s) that brings people with I/DD and lawmakers together.

Objective 4.3, Systems of Care

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



Funding HCBS

- Educate law-makers about the need for adequate **base funding and regular, predictable COLAs** for DDS.

Payment Design

- Advocate that individuals and their family caregivers have adequate, individualized budgets that they can easily track and manage.
- Work with Members to outline a position regarding **paying parents** for the provision of HCBS.



All necessary HCBS are covered at a fair and sustainable rate.

Individuals and families have adequate resources and control over their service budgets.

Objective 4.3, Systems of Care, *Cont.*

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



Eligibility

- Advocate that the State add **additional funding priorities** to its System of Care for DDSD.
- Monitor Vermont's transition to using the **SIS-A** to assess the needs of HCBS beneficiaries.

Services Covered

- Advocate for **new housing models**. See Obj. 2.2.
- Advocate for **crisis prevention and wellness support**.
- **Align HCBS services** across programs.



Vermont's funding priorities for DDSD are oriented toward prevention rather than crisis intervention.

All eligible individuals have access to the same, robust menu of supports and services.

Objective 4.3, Systems of Care, *Cont.*

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



Service Delivery

- Advocate strongly that VT comply with the CMS requirements regarding **conflicts of interest in case management**.

Cultural and Linguistic Competence

- Seek funding to support **regional communities of practice (CoP)** centered on improving cultural and linguistic competence in the delivery of disability-related HCBS.
- Provide technical assistance to regional CoPs.



HCBS beneficiaries have access to independent assessment, care planning, and case management services, as well as options counseling and an ombudsman for DDSD.

Providers receive training in Cultural and Linguistic Competence and agencies reach out to diverse communities.

VTDDC will create....



- Extensive public comment.
- Plain Language explanation of the new payment model.
- VTDDC position paper RE: paying parents with Medicaid HCBS funds.
- Cost-based budgeting to support rates.
- Revised and/or new funding priorities in the DDSD System of Care.
- Information about the SIS-A in plain language and other materials to prepare self-advocates to participate in the SIS interview.

VTDDC will create, cont....



- Proposals for new Housing models.
- Proposals for crisis prevention and wellness support.
- Possible SEEDS grants for wellness projects.
- Proposal for an Ombudsperson Office for DDSD.
- Advisory group to the Ombudsperson for DDSD.
- At least five (5) regional communities of practice for cultural and linguistic competence.

Objective 4.4, Workforce Development

The VTDDC will advocate for the professionalization and stabilization of the direct care workforce.

Training

- Advocate that the State strengthen training requirements for direct care workers, including home providers, and the State budget support that training.

Professional Recognition

- Co-sponsor DSP recognition day each year.
- Create short video promoting careers in direct care.

Equitable Pay

- Monitor Build Back Better agenda.
- Advocate annually that the VT State budget adequately compensate direct care workers.



All Direct Care Workers receive both basic core training and advanced, specialized training, including training by beneficiaries of HCBS.

Direct care workers are recognized for the challenging work that they do and have a clear path toward advancement.

Direct care workers receive a livable wage that recognizes the value and complexity of their job.



VTDDC will create...

- Rigorous training standards for DSPs and other front-line workers.
- Adequate funding for wages, benefits, and training.
- Promotional material for DSP Day; photos from the day.
- Materials such as storyboards and video footage that will contribute to the Video project.
- Video that promotes direct support as a rewarding field.

Goal Area 4: Systems Change

Depending upon the specific issues that arise in connection with Obj. 4.2, all **eight (8) areas of emphasis** are covered.

Health & Healthcare

Housing

Employment

Transportation

Recreation

Quality Assurance

Education & Early Intervention

Formal and Informal Supports



This goal area meets the **Act's requirement** for:

- ✓ Partnering with DD Network Organizations.

Goal Area 4: Systems Change

This Goal Area uses at least seven (7) of 11 strategies.

- Outreach
- Informing Policy Makers
- Technical Assistance
- Coordination with Other Councils
- Barrier Elimination
- Systems Design and Redesign
- Support & Educate Communities



Is this a good Workplan?

- Uses many different strategies from the list of 11.
 - Yes, it uses all the strategies except “other.”
- There are activities that support 2 or more objectives.
 - Obj. 1.4 supports Obj. 1.5 & Obj. 3.2
 - Obj. 4.3 could potentially support Obj. 1.3 and Obj.1.4, Obj. 2.2, and 3.2.
 - However, more links may be needed.
- All the DD Act requirements are met by elements in the Plan.
 - Yes, all the requirements are met.



Is this a good Workplan? *Cont.*

- Most projects are undertaken in collaboration with other organizations.
 - Yes, activities for every objective include partner organizations.
- Sets realistic targets.
 - Yes, the target numbers are modest in comparison to what VTDDC has been able to report in the past.
- Balances innovation and sustaining long-term systems change efforts.
 - Yes, for example, VTDDC will continue to build its advocacy base through COPAA, Leadership, and Self-Advocacy training. It will also build new areas of expertise and advocacy such as housing, universal design, and transportation.



Thank you for
reviewing these
Workplans

If you would like to share impressions and ideas, please
contact Kirsten Murphy, Executive Director at
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