

West Virginia Developmental Disabilities Council
Five Year State Plan
FFY 2017-2021
July 26, 2016

What Does The Council Do?

The Developmental Disabilities Council is an independent, self-governing State agency established by Executive Order of the Governor in 1972 and is funded by the Federal Administration on Intellectual and Developmental Disabilities (AIDD). Council membership is by appointment of the Governor and is composed of over sixty percent (60%) persons with developmental disabilities and family members. The Council also includes representatives of State government and other public and private organizations.

The Council's mission is to assure that West Virginia citizens with developmental disabilities receive the services, supports and other forms of assistance they need to exercise self-determination and achieve independence, productivity, integration and inclusion in their communities.

The Council does not provide or manage direct services. Council activities do include training and technical assistance, demonstration of innovative programs, outreach, applied research, supporting and educating communities, interagency collaboration, barrier elimination, and development of citizen coalitions. The Council also works to develop public policy recommendations which promote its vision and mission for supporting people with developmental disabilities. The DD Act also provides a mandate and guidance to states for planning and collaboration among the DD Councils, protection and advocacy programs, and the Centers for Excellence in Developmental Disabilities (“the DD Network”).

Developing the State Plan

The federal Developmental Disabilities Assistance and Bill of Rights Act (PL 106-402) (DD Act) provides guidance to State Councils in planning, including the requirement that Plans must be based in part on the direct input of people with developmental disabilities and their families. The West Virginia Council coordinated activities during the Fall of 2015 and Spring of 2016 that encouraged people to provide their views on a wide range of issues affecting people with developmental disabilities and their families. Nearly six hundred (600) people participated in thirteen (13) public forums, eight (8) focus groups or completed the Council Service Needs Survey with approximately 70% people with I/DD or family members taking part in the needs gathering activities.

This Plan seeks to strengthen advocacy and self-advocacy coalitions; improve how public services are provided to people with I/DD and their families; provide greater assurances that people with I/DD will be protected from abuse, isolation and neglect; improve opportunities for children to be educated in inclusive classrooms; facilitate efforts to improve supports for people who want to work; and assist and support communities in welcoming people with I/DD.

Council State Plan Goals

1. **Service System**: Public service systems will be more responsive to the needs of people with I/DD and their families so that the people with I/DD will have better opportunities to learn, work and thrive in their communities.

Activities will be carried out to address improvements in the service systems' performance in critical areas such as: the use of person-centered approaches; the development and retention of a quality workforce; and the assurance of personal safety and rights protections.

2. **Advocacy**: People with I/DD, their families and allies will gain knowledge and develop necessary advocacy skills and use them to advocate for their rights, access to needed services and systems' changes.

Activities will support self-advocacy, cross-disability advocacy and leadership training.

3. **Community Building and Engagement**: Communities will include people with I/DD as participating, valued members.

Activities will support and strengthen greater community engagement of people with I/DD; help people improve their self-image; and engage in healthy lifestyles and wellness programs.

Plans must be strategic and work to strengthen **advocacy, build the State's capacity** to meet the needs of people with I/DD and their families, and undertake **systems change** as needed related to the major goal areas that are described. State plans are reviewed and updated as needed annually.

State Councils have flexibility in determining Plan priorities, however, all Councils are required to establish or strengthen **self-advocacy goals** by: a) establishing or strengthening a self-advocacy organization led by persons with developmental disabilities; b) supporting opportunities for individuals with developmental disabilities to **provide leadership training** to other individuals with developmental disabilities; and c) supporting participation of individuals with developmental disabilities in **cross-disability and culturally diverse leadership coalitions**. Also, each Council must develop a goal or objective to address a **targeted disparity**, a subpopulation of persons with I/DD who are especially vulnerable to inequalities in access to or quality of support they receive.

FIVE YEAR STATE PLAN GOALS, STRATEGIES AND ACTIVITIES

1. SERVICE SYSTEM

Public service systems will be more responsive to the needs of people with I/DD and their families so that the people with I/DD will have better opportunities to learn, work and thrive in their communities.

Objectives	Planned Implementation Activities
<p>1.1 By 1/15/18 (and annually thereafter), the Council will produce and disseminate an annual report on publicly funded community based services for people with I/DD specific to eligibility, access to services, impact of service delivery, and choice and control of supports.</p>	<p>The Council will support or fund a study regarding the quality and accessibility of human services programs that serve people with I/DD and families. The study will include an analysis of the impact of changes made to the I/DD Waiver program, and will examine other relevant public services that serve people with I/DD. The study will identify service disparities for unserved and underserved groups of people with I/DD in West Virginia. The Council will provide the findings and policy recommendations to State policymakers as a means to strengthen and improve services to people with I/DD.</p>
<p>1.2 By 9/30/18, the Council will develop and present to relevant bureaus of the WV DHHR materials to be used to train WV DHHR staff, grantees and contractors on how to protect people with I/DD from unnecessary segregated placement or loss of supports during change in community residence.</p>	<p>The Council will work to have responsible public entities uphold and reaffirm longstanding public policies, including court orders that provide protections for people with I/DD against harmful practices. The Council will facilitate a cross-cutting advisory group to study and report to responsible parties how policies that are intended to protect people are being implemented and how best to address any negative findings.</p>
<p>1.3 By 9/30/21, the Council, in collaboration with the WVU CED and WVA, will develop an informational toolkit for aging family caregivers of people with I/DD to help them be more aware of relevant public and private community resources.</p>	<p>The Council will develop training that targets older caregivers about community support options. The Council will also study current emergency planning procedures that impact people with I/DD who rely on public supports.</p>

Objectives	Planned Implementation Activities
<p>1.4 Each year of the Plan, the Council will provide on-going consultation in partnership with the State Division of I/DD and other agencies to develop a statewide network of professionals to provide assessment, consultation and crisis support planning assistance to families and providers of youth and adults with co-existing conditions of I/DD and mental illness.</p>	<p>Council staff will work with the WV DHHR, child welfare providers, community mental health centers, Division of Juvenile Justice, and advocates to develop policy, practice and training recommendations regarding supports for youth and adults with co-existing I/DD and mental illness who are at-risk for out of state placement, nursing home, psychiatric and/or other restrictive programs or treatment.</p>
<p>1.5 By 9/30/20, the Council, in partnership with the WV Advocates, will propose new or modified protections by policy or procedure that strengthen the prohibition of admission of people into State psychiatric hospitals due to their I/DD, and improves how community supports are provided to people in institutional facilities who have I/DD in combination with mental illness and/or health conditions.</p>	<p>The Council will work with the WV Division of I/DD and other relevant entities to engage in a national initiative and study to identify promising practices related to diversion from placements in facilities and transition into community support arrangements.</p>
<p>1.6 By 9/30/18, the Council in collaboration with the WV Medicaid agency, WV Advocates (P&A) and other stakeholders will develop credible materials to be used to train 75 staff employed by State licensed agencies that serve people with I/DD on how to reduce the risk for sexual assault/abuse and respond effectively when assault/abuse occurs.</p>	<p>The Council will collaborate with State government, advocates, law enforcement, attorneys and providers to address gaps in personnel training across a range of human services programs. The Council will facilitate a workgroup that will develop recommendations for new uniform and mandatory training requirements for the targeted workforce to reduce the risk of abuse, neglect and mistreatment of people with I/DD.</p>

Objectives	Planned Implementation Activities
<p>1.7 By 9/30/20, the Council in partnership with a national expert and Bureau for Behavioral Health will demonstrate a model for providing promising practices & appropriate Trauma Informed Care practices statewide to support children & adults with I/DD who have experienced psychological trauma as a result of abuse & mistreatment.</p>	<p>The Council will continue facilitation of a cross-systems advisory group that is developing recommendations to introduce Trauma Informed Care as a core therapy option to address a range of trauma due to abuse.</p>
<p>1.8 By 9/30/19, the Council will propose recommendations for reporting & documenting the abuse & neglect of children or adults with I/DD, including information about the circumstances of the abuse, by State CPS & APS workers and incorporated into the State's Information Management System (IMS).</p>	<p>The Council will facilitate the creation of a representative advisory group that will develop recommendations including possible creation of a mechanism to record and report incidents of abuse and neglect specific to persons with I/DD.</p>
<p>1.9 By 9/30/17, the Council will facilitate the creation of an advisory group, including the AIDD Network and State Division of I/DD, to plan, research, and collect data that will produce a report of recommendations for strengthening competency based training standards for the direct support workforce.</p>	<p>The Council will partner with the WV Division of I/DD, Bureau for Medical Services, Office of Health Facilities Licensure and Certification, DD service providers, WV Advocates, and University Center for Excellence in Disabilities to research and study various training curricula including the College of Direct Supports. The group will develop recommendations for the development or changes to policies, laws or other options as a means to establish a more stable, better paid and supported workforce.</p>
<p>1.10 By 9/30/21, the Council will provide/support education and training opportunities for up to 50 people, including families, teachers and other school team members on developing goals and strategies for students' Individualized Education Programs that foster inclusion of students with I/DD in typical classrooms and school functions and activities.</p>	<p>The Council will work with the WV Department of Education an various stakeholders to develop strategies for assuring that the Local Education Agencies consistently carry out the policies and procedures that assist students with I/DD to have access to challenging, inclusive educational opportunities. The Council will support or fund a variety of training for education personnel and families on planning for students with significant support needs; Positive Behavior Support; safeguards against the use of restraint and seclusion and other related training for families.</p>

Objectives	Planned Implementation Activities
<p>1.11 By 9/30/18, the DD Council, in collaboration with members of its Employment First Workgroup, will write a proposal to establish an Employment First policy in WV that educates and directs State agency DD service providers and funders in the use of customized employment methods to support people with I/DD to gain valued, integrated employment.</p>	<p>The Council will continue to facilitate a cross-cutting <u>Employment First</u> workgroup to incorporate recent federal policies, mandates and legal decisions that have made integrated employment a national priority. Activities will include: study of executive and legislative policy options that would move WV toward becoming an Employment First state; make recommendations regarding workforce training, technical assistance and benefits counseling; investigate strategies to create financial incentives to providers and businesses; and initiate an information/marketing campaign.</p>
<p>1.12 By 9/30/21, the Council will collaborate with the State Department of Education, Division of Rehabilitation Services and its contractor to monitor and assure that students with I/DD in all counties of the State have opportunities to participate in real, community based work experiences as part of transition to adult living.</p>	<p>The Council will work in partnership with the WV Division of Rehabilitation Services, Department of Education, Workforce WV and the WVU Center for Excellence in Disabilities in the implementation of relevant sections of the Workforce Innovation and Opportunity Act (WIOA). The Council will assist in educating stakeholders about innovative practices.</p>
<p>1.13 By 9/30/20, the Council will support or provide training for up to 75 DD service personnel in the development of meaningful goals and strategies in service plans for people who are not likely to work full time.</p>	<p>In conjunction with responsible State agencies, the Council will coordinate training events and the development of materials to assist providers to plan and support people with I/DD and family members.</p>

2. ADVOCACY AND SELF-ADVOCACY

People with I/DD, their families and allies will gain knowledge and develop necessary advocacy skills and use them to advocate for their rights, access to needed services and systems' changes.

Objectives	Planned Implementation Activities
2.1 Each year of the Plan, the Council will fund a statewide self-advocacy organization led by people with I/DD that will cause 300 people with I/DD to learn ways to make more decisions that affect their lives including where they live and what they do during the day.	The Council will fund and support an I/DD led statewide self-advocacy organization. The organization will include outreach, training, and support for youth and teens with I/DD in school transition.
2.2 By 9/30/18, five additional organizations will become members of the Fair Shake Network (the Council sponsored, statewide cross-disability advocacy organization).	The Council will fund and support an organization with a membership that represents diverse disability groups. The organization will focus on educating policymakers, and the general public about issues that impact all citizens with disabilities.
2.3 Each year of the Plan, the Council will support leadership training for at least 20 self-advocates who will be trained by current self-advocate leaders.	The Council's self-advocacy and cross-disabilities advocacy grantees will develop leadership training opportunities. The Council will continue to fund and coordinate Partners in Policymaking (PIP) training every other year.
2.4 Each year of the Plan, the Council will provide funding and other supports so that parents and family members will gain knowledge of programs, policies and a range of community services in order to advocate for necessary supports for their family members.	The Council will provide funds to in-state organizations to support attendance of people with I/DD and their families at statewide conferences and workshops. The Council will develop educational materials concerning community programs for family members.
2.5 By 9/30/20, the Council will explore the likelihood of success of a funded project that would match people with I/DD with community volunteers as non-paid advocates.	The Council will explore funding or support a Citizen Advocacy project that matches community volunteers and people with I/DD who have similar interests.

3. COMMUNITY BUILDING AND ENGAGEMENT

Communities will include people with I/DD as participating, valued members.

Objectives	Implementation Activities
<p>3.1 By 9/30/19, the Council will sponsor a demonstration project of how at least 15 people with I/DD can be successfully supported to join with non-disabled neighbors to develop and participate in local improvement projects or initiatives that enhance the quality of life for all in their communities.</p>	<p>The Council will fund a Community Building project based on the Asset Based Community Development (ABCD) model developed by John McKnight. The ABCD model is an approach that discovers how to use the assets of its citizens to solve community problems and act for the common good.</p>
<p>3.2 By 9/30/19, the Council will sponsor a demonstration project that will show improved health and increased relationships with non-disabled community members (who are neither family members nor support staff) of up to 25 people with I/DD through their regular participation in or use of generic community fitness, recreation, health and/or nutrition programs and related facilities or locations.</p>	<p>The Council will fund or support activities that provide outdoor recreation combined with healthy lifestyle education, such as eating a balanced, healthy diet.</p>
<p>3.3 Each year of the Plan, the Council will provide and/or sponsor training to up to 80 family members on how to assist their family members with I/DD attain and maintain age-appropriate and socially valued lives.</p>	<p>The Council will develop and/or coordinate Social Role Valorization (SRV) training for parents.</p>