

# West Virginia Developmental Disabilities Council

## Five Year State Plan

FFY 2012-2016

Approved by DDC 7/24/12

10/5/12 Update

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.

### Council Mission

*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.*

### Developing the 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 Spring of 2011 that encouraged people to provide their views on a wide range of issues affecting people with developmental disabilities and their families in the areas of: **Employment, Education, Child Care, Health Care, Transportation, Recreation, Housing, Quality Assurance and Formal/Informal Community Supports.**

### Council State Plan Goals

Based on the Council's service and support needs assessment activities, which included public forums and needs surveys reaching more than seven hundred (700) people, seven major goals emerged during the planning process and serve as the foundation for the Five Year State Plan:

- 1) **Self-Advocacy: People who have developmental disabilities will gain skills to take advantage of opportunities and receive necessary supports to a) self-direct their services and supports, and b) positively impact the design of and implementation of services for all people with developmental disabilities.**

- 2) **Family Support and Training:** Families of sons and/or daughters who have developmental disabilities will know their rights in order to obtain necessary services for their family members through participation in a wide range of targeted training and support.
- 3) **Protection Against Abuse, Assuring Safety, and Rights Protection:** The Council will develop strategies to increase the capacity of the West Virginia service system to reduce the risk of abuse, and incidence of mistreatment, seclusion and restraint of people with developmental disabilities.
- 4) **Direct Support Personnel Development and Training:** In collaboration with the State developmental disabilities services authority, related State and local entities, people with developmental disabilities, families, and advocates, develop and implement a state plan for the recruitment, development, training and retention of qualified direct support professionals.
- 5) **Inclusive Education:** Students with developmental disabilities of all ages and all levels of support needs will have access to quality, inclusive educational opportunities in their neighborhood schools and receive appropriate and timely supports at times of transition.
- 6) **Competitive and Valued Employment:** People with developmental disabilities will be employed in the general workforce through the adoption of a State Employment First policy.
- 7) **Accessibility and Accountability in Public Services:** Collaborate with State programs to develop and implement a method to insure timely and appropriate services and supports are provided to people with developmental disabilities in the most integrated setting, and to identify and meet the needs of people with developmental disabilities who are deemed not eligible or adequately served.

### **What Does The Council Do?**

Council activities 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 State DD Network Partners**

The DD Act 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. Staff from the West Virginia Advocates and West Virginia University Center for Excellence in Disabilities have collaborated with the Council in the State Plan development process.

### **Developmental Disabilities Definition**

**Developmental disability is defined in the DD Act as:**

- (A) In general, a severe, chronic disability of an individual that –**
- a) is attributable to a mental or physical impairment or combination of mental and physical impairments;**
  - b) is manifested before the individual attains age 22;**
  - c) is likely to continue indefinitely;**
  - d) results in substantial functional limitations in 3 or more of the following areas of major life activity:**
    - (I) Self-Care.**
    - (II) Receptive and expressive language.**
    - (III) Learning.**
    - (IV) Mobility.**
    - (V) Self-direction.**
    - (VI) Capacity for Independent Living.**
    - (VII) Economic self-sufficiency; and**
  - e) Reflects the individual’s need for a combination and sequence of special, interdisciplinary, or generic services, individualized supports, or other forms of assistance that are of lifelong or extended duration and are individually planned and coordinated.**
- (B) Infants and Young Children – An individual from birth to age 9, inclusive, who has a substantial developmental delay or specific congenital or acquired condition, may be considered to have a developmental disability without meeting 3 or more criteria described in clauses a) through e) of subparagraphs (A) if the individual, without services and supports, has a high probability of meeting those criteria later in life.**

## **DD Act Mandate for State Plan Goals**

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; c) and supporting participation of individuals with developmental disabilities in **cross-disability and culturally diverse leadership coalitions**.

### **FIVE YEAR STATE PLAN GOALS, STRATEGIES AND ACTIVITIES**

#### **1. SELF-ADVOCACY**

*People with developmental disabilities will gain skills to take advantage of opportunities and receive necessary supports to a) self-direct their services and supports, and b) positively impact the design of and implementation of services for all people with developmental disabilities.*

#### **Objectives/Implementation Activities and Timelines:**

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>1.1</b> 300 people with DD will participate in up to 18 independent, self-governing and self-sustaining People 1 <sup>st</sup> Chapters-statewide.	Fund and support a developmental disabilities led self-advocacy organization. People First of WV will provide assistance to individuals with developmental disabilities in becoming active in making decisions that affect their lives.	10/1/2012 through 9/30/2016 with annual reviews
<b>1.2</b> Forty five (45) people with developmental disabilities and /or family members will learn leadership skills in order to participate in public policy development.	Fund and coordinate Partners in Policymaking (PIP) training for adults with developmental disabilities and parents of young children with developmental disabilities every other year. PIP participants learn about current issues, policymaking and the legislative process at the local, State, and federal levels.	FY's 2012, 2014 and 2016
<b>1.3</b> People with developmental disabilities will make up 25% membership of a cross-disability advocacy organization by 9/30/16.	Fund and support an organization with membership representing all disability groups. The program will be focused on educating policymakers and the general public about issues that impact all citizens with disabilities.	10/1/2012 through 9/30/2016 with annual reviews

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<p><b>1.4</b> People with developmental disabilities and their family members statewide will have access to relevant and concise public policy information that impacts their lives.</p>	<p>The Council will analyze and make available key current and pending public policies and practices, including legislative priorities, white papers and position statements. The Council will utilize website postings, email groups, or forums.</p>	<p>By 9/30/2013</p>
<p><b>1.5</b> One hundred (100) people will learn the importance of, and ways to project, a positive personal image of people with developmental disabilities.</p>	<p>The Council will coordinate training events and collaborate with self-advocacy organizations to create learning opportunities for people with developmental disabilities. Topics may include: personal hygiene, age-appropriate dress, self-advocacy, and enhancing their roles in the community.</p>	<p>1/1/2012 through 9/30/2013</p>
<p><b>1.6</b> 50 youth and teens with developmental disabilities will use new knowledge to become stronger self-advocates, lead self-determined lives, and actively participate in their transition from school to community living.</p>	<p>People First of WV will partner with schools to provide age-appropriate training plans on youth self-advocacy. Project activities will include development of training modules and educational materials targeted to youth and teens.</p>	<p>10/1/2012 through 9/30/2016 with annual reviews</p>
<p><b>1.7</b> Fifteen (15) people with developmental disabilities will describe how they can improve their community housing arrangements by understanding their basic rights against housing discrimination, fraud and abuse.</p>	<p>The Council will fund a training initiative that includes a series of statewide workshops and development and distribution of a handbook on tenant rights and responsibilities. The WV Landlord &amp; Tenant Rights Handbook will be aligned with recent WV legislation. The project will be carried out by the NWVCIL in cooperation with the WV Office of the Attorney General. The Handbook will be made available to people with DD and their families, service providers and advocacy organizations. Copies of the Handbook will be distributed to the 177 public libraries in the State, the SILC, People 1<sup>st</sup> of WV and the Aging and Disability Resource Centers in the State. The NWVCIL will develop an evaluation survey and process in cooperation with the Council to assess trainee's understanding of WV law and their rights.</p>	<p>Handbook by 12/31/2012 Training events by 6/30/2013 Distribution of Handbooks by 9/30/2013</p>

**2. FAMILY SUPPORT AND TRAINING**

***Goal: Families of people who have developmental disabilities will know their rights in order to obtain necessary services for their family members through participation in a wide range of targeted training and support.***

**Objectives/Implementation Activities and Timelines**

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>2.1</b> 300 people with developmental disabilities and their families will be supported to attend conferences annually.	The Council will provide funds to in-state, not-for-profit organizations to support attendance of people with developmental disabilities and family members of people with developmental disabilities who wish to attend statewide conferences that include topics that support the Council’s vision.	10/1/2012 through 9/30/2016
<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>2.2</b> Two hundred fifty (250) parents of children with developmental disabilities in WV’s public schools will participate more effectively in educational planning for their sons and daughters.	The Council, in collaboration with the West Virginia Advocates will develop and disseminate the <u>Parent Advocacy Guide to Special Education</u> to at least 1,000 parents statewide. The Guide will provide practical information to parents on State education policies and rights. The Council and WVA will follow up and obtain feedback from parents who volunteer to report on the benefits or problems encountered in the use of the Guide.	By 12/01/2012
<b>2.3</b> 150 family members will participate in relevant issue training events each year.	The Council will develop and coordinate statewide training events on topics important to families including guardianship and other topics.	10/1/2012 through 9/30/2016
<b>2.4</b> 150 family members will learn how the Affordable Care Act may affect people with developmental disabilities.	The Council will fund a project that provides training workshops, DVDs and other educational materials about what the ACA means for people with developmental disabilities, such as preventing discrimination based on pre-existing conditions or limits on lifetime benefits. Council will post informational links to website and develop process to distribute training materials.	10/01/2012 through 9/30/2014
<b>2.5</b> Written recommendations will be developed for service providers on improving	The Council will facilitate the formation of a representative group to develop written recommendations for improving developmental disabilities service provider’s (and other State	10/01/2012 through 9/30/2013

communication and working relationships with families.	entities) operations and procedures for educating and informing families about services, supports, rights and other important information.	
<b>2.6</b> 500 families will receive relevant educational materials, or attend training events sponsored by the DD Network and other allies.	The Council will collaborate with the West Virginia Advocates and WVU Center for Excellence in Disabilities in the development of workshops, seminars, toolkits, and other products or activities essential to families who have sons or daughters with developmental disabilities.	10/1/14 through 9/30/15

### **3. PROTECTION AGAINST ABUSE, ASSURING SAFETY, AND RIGHTS PROTECTION**

***Goal: The West Virginia DD Council will develop strategies to increase the capacity of the West Virginia service system to reduce the risk of abuse, and incidence of mistreatment, seclusion and restraint of individuals with developmental disabilities.***

#### **Objectives/Implementation Activities and Timelines**

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>3.1</b> At least 100 people with developmental disabilities will learn how to recognize and respond safely to threats of abuse or neglect.	The Council will form an advisory group and fund or support the development of training curricula, workshops, guides or other activities aimed at teaching people with developmental disabilities about personal rights and protecting themselves against mistreatment and abuse.	10/01/2012 through 9/30/2013
<b>3.2</b> Two hundred fifty (250) developmental disability service provider, social services, and other personnel will be prepared to prevent and intercede on behalf of people with DD who are vulnerable to financial exploitation.	The Council will collaborate with State government, federal entitlement program (e.g. Social Security), advocates, providers and others to fund or support training initiatives and development of materials aimed at preventing financial exploitation of people with developmental disabilities.	10/1/12 through 9/30/15

<p><b>3.3</b> A means of collecting information and data on the incidence of abuse of people with developmental disabilities will be developed as part of a cross-system framework for data collection.</p>	<p>The Council will facilitate the creation of a representative advisory group to develop a report and recommendations to clarify abuse and neglect definitions, data collection and record keeping procedures.</p>	<p>10/1/13 through 9/30/14</p>
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<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
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<p><b>3.4</b> 250 personnel representing a wide range of non-disability oriented professions will become aware of the risks for abuse of people with DD and how to report incidents to State authorities.</p>	<p>The Council will seek a collaborative project with relevant State government and DD Network partners to develop a training and awareness initiative on risks for abuse of people with developmental disabilities. The project will develop products and materials for workers in a variety of community settings.</p>	<p>10/1/13 through 9/30/14</p>
<p><b>3.5</b> At least 500 school based stakeholders including teachers, service personnel, students, parents and administrators will be able to recognize risk factors for bullying of students with DD and take steps to prevent mistreatment by other students or school staff.</p>	<p>The Council will fund a grant project (Step by Step, Inc.) to develop a handbook for the assessment of risk factors and prevention/intervention needs of students with DD. Project staff will conduct training for the public school community. Step by Step will also develop a training manual and users guide for parents on student rights &amp; safeguards, risks and awareness of bullying, and strategies for working with school personnel. The project will make recommendations to the WV DOE concerning training, data collection and implementation of DOE policies designed to protect all students.</p>	<p>Handbook by 9/30/12 Training manual and users guide by 12/31/12</p>

**4. DIRECT SUPPORT PERSONNEL DEVELOPMENT AND TRAINING**

***Goal: In collaboration with the State developmental disabilities services authority, related State and local entities, people with developmental disabilities, families, and advocates, develop and implement a state plan for the recruitment, development, training and retention of qualified direct support professionals.***

**Objectives/Implementation Activities and Timelines**

Objectives	Implementation Activities	Timeline
<p><b>4.1</b> An advisory group consisting of State government, provider, advocacy, and other stakeholders will form to develop recommendations for strengthening the direct support DD workforce.</p>	<p>The Council will facilitate the creation of an advisory group of stakeholders to plan, research, collect data, and engage in public policy advocacy to create new competency standards and support for the direct support workforce. The group will identify barriers and investigate current training standards for workers in a range of direct support roles including developmental disabilities services, community support, and employment (job coach) areas.</p>	<p>Form group by 12/31/12  Written report by 9/30/13</p>
<p><b>4.2</b> A nationally recognized, competency based core curriculum for the direct support workforce, suitable for professional credentialing will become available for workers who support people with DD in State licensed programs.</p>	<p>The Council will fund a demonstration project to develop and implement a direct support credentialing program based on the College of Direct Supports curricula. The project will develop accessible (e.g. web-based/self-paced), accountable, and values oriented training courses.</p>	<p>Call for Investment Notice by 4/30/13  Project implementation by 10/01/14</p>
<p><b>4.3</b> State funding and regulatory agencies will establish a credential status for personnel as part of a career ladder and develop policies that incentivize competency based training for direct support workers.</p>	<p>The Council will consult with representatives from the WV Bureau for Medical Services, Behavioral Health and Health Facilities, APS HealthCare (manages I/DD Waiver program), and other stakeholders to seek the creation of policies that cause agencies to adopt new credentialing training or other competency based curriculum.</p>	<p>By 9/30/16</p>

Objectives	Implementation Activities	Timeline
<p><b>4.4</b> Fifty (50) developmental disability service personnel will participate in values based training on the importance of valued social roles, and practices that support the philosophy of self-determination, independence, productivity, integration, and inclusion of people with developmental disabilities in their communities.</p>	<p>The Council will sponsor PASSING, a tool for analyzing service quality according to social role valorization criteria, and up to two additional training events that address the societal devaluation of people with developmental disabilities.</p>	<p>1/1/2013 through 9/30/13</p>

**5. INCLUSIVE EDUCATION**

***Goal: Students with developmental disabilities of all ages and all levels of support needs will have access to quality, inclusive educational opportunities in their neighborhood schools and receive appropriate and timely supports at times of transition.***

**Objectives/Implementation Activities and Timelines**

Objectives	Implementation Activities	Timeline
<p><b>5.1</b> Twenty five percent (25%) more students with DD will enroll in targeted career and technical education programs statewide.</p>	<p>The Council and its grantee will work with the WV DOE to authorize a new, permanent credential, the Individualized Work Readiness Certificate (IWRC) The WV DOE will formalize a process for identifying eligible students, modifying curricula and measuring progress and skill development of students with DD who participate. An additional fourteen (14) students with developmental disabilities will enroll and participate in new CTE programs in FY 2013 who would not have been previously</p>	<p>14 students enrolled by By 9/30/13</p>

	eligible. The project will reach out to the business community through the State Chamber of Commerce to develop training and awareness of the IWRC program in participating communities.	
5.2 West Virginia colleges and universities that provide teacher training will enhance the quality of training standards to better support students with DD in inclusive classroom settings.	The Council will collaborate with the WV Higher Education Policy Commission and others to research current teacher curricula and training to develop recommendations for improving teacher preparation. The intent is to focus on the importance of students with DD interacting and learning with peers who do not have disabilities.	Set of recommendations by 9/30/14
5.3 Students with DD in transition will demonstrate improved valued outcomes related to academics, socialization/extracurricular activities, and inclusion in regular class settings from early intervention through high school.	The Council will collaborate with the Department of Education, West Virginia Advocates, Parent Educator Resource Centers, parents and students to develop recommendations to improve person centered transition planning for students with developmental disabilities.	Report by 9/30/14
<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
5.4 The proportion of students with intellectual and DD who are included in full time regular education settings will increase by 20% by 9/30/16.	The Council will collaborate with the DD Network, Department of Education, WV Positive Behavior Support Network, parents, students and other stakeholders to develop strategies for including more students with developmental disabilities into regular classrooms. The Council will monitor and report on the proportions of students in regular settings.	10/1/12 through 9/30/16
5.5 All educators in WV's K-12 schools will receive training on positive behavior support strategies.	The Council will support training initiatives that promote the use of positive behavior support models, including school-wide PBS projects.	Training statewide by 9/30/16

**6. COMPETITIVE AND VALUED EMPLOYMENT**

***Goal: People with developmental disabilities will be employed in the general workforce through the adoption of a State Employment First policy.***

**Objectives/Implementation Activities and Timelines in Employment**

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>6.1</b> Five (5) people with developmental disabilities who participate in sheltered work and day settings will be supported in accessing preferred and valued employment in the community.	The Council will fund a demonstration project focused on supporting people with DD in transitioning from segregated to integrated employment by connecting them to their communities and enriching their social circles. The Project will use well known innovative methods including the discovery process and community guides.	By 9/30/13
<b>6.2</b> 75 staff from ten (10) developmental disabilities service provider agencies, schools, and employment services programs will be prepared to evaluate and improve the quality of their programs' employment supports and services.	The Council will work with stakeholders to develop training focused on customized, Employment First, and other innovative employment approaches, accessing funding sources, and developing collaborative relationships. The Council will partner with the WV Division of Rehabilitation Services, WV APSE, Department of Education, and others to plan the training.	Training plan by 9/30/13
<b>6.3</b> A collaborative State Plan to establish Employment First policies will be written and provided to key policymakers.	The Council will facilitate a working group to study and make recommendations to the responsible State entities to create or modify policies, practices and/or standards that support employment first philosophy for working-age youth and adults with developmental disabilities.	By 9/30/14

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>6.4</b> New guidelines and resources will support 25% more students developmental disabilities in becoming eligible to attend post-secondary education and training programs.	The Council will partner with the Department of Education, WV Division of Rehabilitation Service, adult basic education programs, vocational/technical schools, skilled trade organizations and others to develop new initiatives that create greater access to employment training after high school.	By 9/30/15

## **7. ACCESSIBILITY AND ACCOUNTABILITY IN PUBLIC SERVICES**

***Goal: Collaborate with State programs to develop and implement a method to insure timely and appropriate services and supports are provided to people with developmental disabilities in the most integrated setting, and to identify and meet the needs of people with developmental disabilities who are deemed not eligible or adequately served.***

### **Objectives/Implementation Activities and Timelines**

<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>7.1</b> Policy, practice, training and/or resource gaps related to services for un-served and under-served West Virginians with DD will be clarified and identified	The Council will fund a study that identifies the health, safety and community support needs of people with developmental disabilities who do not qualify for, or are not receiving adequate community services and supports.	Study completed by 9/30/14
<b>7.2</b> A study and report on the quality of performance of developmental disabilities services will be developed and shared with providers.	The Council will fund a study of the extent and adequacy of services provided to people with developmental disabilities. The study will examine key issues including: promptness of services, person-centered approaches, supports and services in the most integrated setting, oversight and monitoring.	Study and report by 9/30/13
<b>Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>
<b>7.3</b> A framework for cross-agency exchange of data and information about developmental disabilities will be established.	The Council will facilitate an advisory group to develop methods for key public agencies to develop priorities and methods for researching, storing and sharing essential State developmental disability information on a wide range of issues.	Advisory group formed by 9/30/2013
<b>7.4</b> Conduct a study on the human and economic costs caused by the lack of adequate dental care for adults with developmental disabilities who qualify for Medicaid.	The Council will collaborate with stakeholders to fund a study and report to examine the lack of basic dental care available to adults with disabilities who rely on Medicaid for medical services.	Study and report by 9/30/13

<p><b>7.5</b> Demonstrate to State policymakers and funding agencies the marked difference in the lives of 6 people w/DD who live in ICF/IDs from 6 similar people who live in the community, thereby encouraging the shift from an institutional bias to home and community based services.</p>	<p>The Council, in collaboration with the Olmstead Council and cross-disability advocacy organization will conduct and report the findings of a study on the comparison of the life experiences of people who live in ICF/ID facilities and those who are eligible for ICF/IDs but who live in homes in the community.</p>	<p>By 9/30/13</p>
<p><b>7.6</b>Barriers to participation of people with developmental disabilities on local governing bodies will be addressed so that 20% more people w/DD and families who are supported by selected Council funded projects are able to become members of local service provider Boards of Directors, Human Rights Committees or other advisory and oversight oriented groups.</p>	<p>The Council, in partnership with the State self-advocacy organization, will develop strategies for people with developmental disabilities and families to participate on regional service provider monitoring, oversight and other related boards or committees.</p>	<p>By 9/30/16</p>