



VIRGINIA BOARD FOR  
PEOPLE WITH DISABILITIES

**FFY 2012-2016**  
**Developmental Disabilities Council**  
**Draft State Plan Goals and Objectives**

(For the period October 1, 2011 – September 30, 2016)

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*Alternate Format Copies of this Plan are Available, Upon Request*

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## **Virginia Board for People with Disabilities—Mission Statement**

*To enrich the lives of Virginians with disabilities by providing a voice for their concerns—*

- *Vision of communities that welcome people with disabilities,*
- *Outreach to individuals, families, and advocates,*
- *Innovation through grant projects and sponsored programs,*
- *Collaboration with providers of disability services, and*
- *Education of policymakers on disability issues.*

## **Background—the Developmental Disabilities Council State Plan**

The Virginia Board for People with Disabilities (the Board) serves as the Commonwealth's Developmental Disabilities (DD) Council and as the Governor's Advisory Council on issues affecting individuals with developmental disabilities and their families. Under federal law, each state is authorized to establish a DD Council, which receives funds to carry out initiatives for systems-change, capacity-building, and advocacy. Through these activities, the Board seeks to impact the independence, productivity, inclusion, and integration of people with disabilities in their communities.

All DD Councils are required to develop five-year state plans to enable them to optimally fulfill their missions and roles on behalf of people with disabilities, family members, service providers, and other disability stakeholders. While the state plan provides the “framework” for each council's principal funding initiatives, staff work priorities, and Board member activities, it does not include all activities undertaken by the Board or its staff. As required by federal law, the plan focuses primarily on goals and objectives on which federal resources will be dedicated over the five-year period.

State plans are reviewed annually, and achievement of stated goals and objectives are reported in December of each year for the previous federal fiscal year (FFY). Consistent with federal requirements, the Board's 2012-2016 State Plan is being released for a 45 day public comment period. Initial public comment for this plan was gathered during 5 public forums held in March and April 2010. The comments received through these forums were considered in both the development of the Board's comprehensive report, the *2011 Assessment of the Disability Services System in Virginia*, and in development of the goals and objectives for the 2012-2016 DD State Plan.

Comments received during this 45 day public comment period will be considered by the Board at its June 8-9, 2011 meeting. The Board will determine if any changes should be made to the 2012-2016 draft goals and objectives at that time and will approve the State Plan for submission to the federal Administration on Developmental Disabilities in August 2011. The new plan will be effective October 1, 2011.

## Board Activities

The Board's activities are identified, shaped, and focused through a comprehensive assessment and state plan development process that is designed to reflect the changing needs of disability stakeholders as well as shifts in the state's policy, regulatory, and fiscal environment. The Board achieves its organizational goals through an array of diverse activities that include: outreach and training, service system monitoring, provision of technical assistance, supporting and educating communities, eliminating barriers to service, building coalitions, informing policymakers, and funding systems change projects and activities throughout Virginia. The Board also achieves its organizational goals by engaging in advocacy training and leadership development initiatives statewide. The Board's work includes:

- **Constituent Outreach and Training:** The Board's constituent outreach and training activities are facilitated by board members and staff through liaison activities and participation on a number of statewide councils, commissions, advisory committees, conference planning committees, and workgroups in both the public and private sectors that address diverse issues affecting individuals with disabilities and their family members. The purpose of these activities is to empower disability stakeholders by providing accurate, current information on the state's service system for people with disabilities as well as timely, responsive information to disability constituents regarding issues, events, and operations throughout the state pertaining to their needs.
- **Service System Monitoring:** The Board collects and analyzes information regarding the needs of people with disabilities as well as assesses the effectiveness of service programs in meeting their needs. Through diverse membership which includes people with disabilities, advocates, state and local agency representatives, and private sector representatives, the Board engages in ongoing assessment of access to and availability of services, the efficiency of the system, and satisfaction of individuals with disabilities with the services that they receive. To develop its periodic *Assessment of the Disability Services System in Virginia*, the Board collaborates with state agencies that provide, license or fund disability services, and conducts extensive research on programs and services available, including service data trends, to assess service system progress and gaps.
- **Information, Referral, and Technical Assistance:** The Board provides technical assistance to public and private-sector disability organizations throughout Virginia in several ways: under the auspices of its grant-making activities; by responding to requests for information and assistance; by serving on committees, councils; and advisory groups; or by proactively educating communities about the status, needs, rights or programs pertaining to people with disabilities in the state. Ongoing information and referrals are provided on a daily basis to disability stakeholders seeking information and assistance by phone, e-mail, and the Board's web site.
- **Supporting and Educating Communities:** The Board supports and educates numerous constituencies, including: people with developmental disabilities and their family members, the Governor and the Governor's policy staff, the Secretary of Health and Human Resources,

members of the General Assembly, disability advocacy and consumer organizations, state and local disability services providers and public citizens. The Board maintains an ongoing presence on the Internet as well as proactive production, mailing, and Internet posting of organizational and disability policy information. The Board maintains a web site that informs constituents about Board activities, contains reports, informational documents, program announcements, grant and program application information, Board meeting information and diverse links to other disability resources and organizations nationally and statewide. The Board publishes and distributes a quarterly newsletter to approximately 4,000 individuals and organizations statewide. In addition, through collaboration with the State Special Education Advisory Committee, since 2007 the Board has operated the Virginia Special Education Network, a grassroots communications network, to more effectively and efficiently distribute information on special education and related disability issues. The network's mailing list currently has over 1,000 unique, new contacts.

- **Building Coalitions and Informing Policymakers:** Due to its unique role under federal law, the Board is able to serve as an independent voice and policy advisor on issues affecting persons with developmental and other disabilities to the Governor, legislators, state agencies, and other stakeholders. The Board strives to be a valuable, reliable resource for information on the status of people with developmental and other disabilities statewide in areas of employment, community living, education, health, housing, and transportation.
- **Funding Systems Change Grants:** For nearly three decades, the Board has provided millions of dollars of federal funding and has leveraged significant amounts of local and state government and private-sector funding to promote the demonstration, implementation, and replication of projects that have demonstrably improved services, attitudes, knowledge, and practice throughout diverse service systems pertaining to people with developmental and other disabilities in Virginia. Through its funding of over 200 systems change grants, the Board has served as an important agent for positive change throughout the service system.
- **Advocacy Training and Leadership Development:** Through its premiere advocacy leadership training programs—Partners in Policymaking (PIP) and the Youth Leadership Forum (YLF)—the Board has trained hundreds of youth and adults with developmental disabilities and family members to become leaders in their communities and at the state level. PIP graduates have obtained membership on the Council, on local School Boards, and on local Boards of Supervisors; and they have been a potent force of advocacy. Likewise, our YLF youth leaders have used their training to engage in ongoing advocacy activities designed to improve both their own lives and the lives of others. The Board is now providing financial support for the establishment of a state self advocacy organization in Virginia, consistent with its federal mandate under the DD Act.

During this federal fiscal year (FFY 2011), the Board continued its standing committee structure with a total of four committees: *Community Integration; Community Living and Transportation; Employment; and Education and Outreach.*

## ***Comprehensive Assessment***

System monitoring by Board staff is an ongoing process, conducted through research and liaison activities. The goals and objectives included in the 2007-2011 State Plan, which were updated annually, were largely developed from the Board's 2008 *Assessment of the Disability Services System in Virginia*. Likewise, the issues identified through the research process for 2011 *Assessment of the Disability Services System in Virginia* helped guide the development of the Board's priorities for its new 2012-2016 State Plan. A summary of the Assessment findings and Board recommendations for policy, budgetary and system design improvements will be included in final version of the 2012 -2016 State Plan that will be submitted to the Administration on Developmental Disabilities in August 2011.

## ***Areas of Emphasis***

The Developmental Disabilities (DD) Act identifies nine "Areas of Emphasis" that DD Councils are to address in their state plans according to the needs of the state, input from individuals with disabilities, and the status of service delivery systems. The nine areas of emphasis are:

- ***Child Care***
- ***Education/Early Intervention***
- ***Employment***
- ***Health***
- ***Housing***
- ***Recreation***
- ***Quality Assurance***
- ***Transportation***
- ***Formal/Informal Community Supports***

The Board develops goals and objectives that it believes best address its priorities, taking into account limited fiscal and staff resources and based on its research, monitoring, grant, liaison and other activities.

## ***Draft Goals and Objectives***

The Board seeks public comments on the following draft goals and objectives selected by the Board for its 2012-2016 State Plan.

***DRAFT Goal 1: Cultivate increased awareness and understanding that full inclusion of individuals with developmental and other disabilities in education, employment, health and civic and community activities is a civil right and an investment in Virginia's future.***

*Area of Emphasis: Formal/Informal Community Supports*

**DRAFT Objective 1.** Increase public awareness of the rights and contributions of individuals with developmental and other disabilities through a minimum of four targeted messages to public officials annually and through expanded outreach.

**DRAFT Objective 2.** Support at least one activity that facilitates and demonstrates the participation of individuals with developmental and other disabilities in civic and community activities.

**DRAFT Objective 3.** In collaboration with at least five public and private entities, enhance education, advocacy and outreach efforts regarding successful community living by individuals with developmental and other disabilities.

**DRAFT Objective 4.** Influence at least five proposed policies, regulations, laws and budget actions to ensure that they are non-discriminatory and culturally competent, and are consistent with the tenets of a fully included life.

***DRAFT Goal 2: To eliminate the dual system of services (institution and community), by working in partnership with public and private entities to increase state financial supports and policies that are directed to expanding community infrastructure, services and supports.***

*Area of Emphasis: Education and Employment*

**DRAFT Objective 1.** Provide information to a minimum of one hundred and fifty policymakers regarding students with developmental and other disabilities who are exiting the secondary school system and will need adult community-based services and supports, including supports leading to successful post-secondary education, training, and competitive/integrated employment.

**DRAFT Objective 2.** Advance systems change locally and statewide by supporting at least one project that demonstrates effective transition services and supports that facilitate successful post-secondary education, training, and/or employment.

**DRAFT Objective 3.** Expand opportunities for fully integrated, competitive employment of individuals with developmental and other disabilities by supporting at least two regional and/or statewide employment projects including, but not limited to, customized employment and mentoring.

**DRAFT Objective 4.** Advance the implementation of an Employment 1<sup>st</sup> policy in Virginia, as well as other policies which provide employment and/or create incentives for employment of individuals with developmental and other disabilities.

Area of Emphasis: Health

**DRAFT Objective 1.** Promote effective and accessible health services in the community for individuals with developmental and other disabilities, through the development of partnerships with non-disability entities, by advocating for at least three policy recommendations that include dental services and integrated, patient-centered models of care.

**DRAFT Objective 2.** Support at least one project that will create incentives to develop and provide high quality, community-based health and dental care using integrated, patient-centered models for individuals with developmental and other disabilities.

Area of Emphasis: Housing

**DRAFT Objective 1.** Advocate for the development of a state low income housing subsidy for individuals with developmental and other disabilities.

**DRAFT Objective 2.** Support at least one policy or project that promotes the building of multi-family and community housing options using visitability and universal design standards.

**DRAFT Objective 3.** Advocate for at least two policies that rebalance the use of state resources to fund community housing.

Area of Emphasis: Formal/Informal Community Supports

**DRAFT Objective 1.** Support at least one initiative that increases or improves family, behavioral and/or personal supports for individuals with developmental and other disabilities.

**DRAFT Objective 2.** Identify gaps in community supports, services, and oversight that lead to institutionalization and support at least three initiatives or policies which address gaps and/or facilitate successful transition of individuals with developmental and other disabilities from institutions to community settings.

**DRAFT Objective 3.** In collaboration with agency and advocacy partners, including those in the aging community, advocate and support systems transformation efforts that

will result in efficient, effective services and supports that foster self-direction, choice and independence, as well as community participation, integration and inclusion.

**DRAFT Objective 4.** Educate state policymakers regarding best practices and mechanisms for personal asset development that can enable individuals with developmental and other disabilities to have a more secure and independent financial future.

*Area of Emphasis: Transportation*

**DRAFT Objective 1.** Support at least one initiative that promotes the creation of affordable transportation options in rural and/or underserved areas.

**DRAFT Objective 2.** Promote at least one policy or initiative that ties transportation planning to the needs of people with disabilities.

***DRAFT Goal 3. Cultivate statewide leadership and self-advocacy activities by individuals with developmental and other disabilities and family members.***

*Area of Emphasis: Quality Assurance*

**DRAFT Objective 1.** Train and support at least one hundred self-advocates to influence public policy and increase participation in civic and other community activities.

**DRAFT Objective 2.** Expand the pool of effective advocates who are parents of individuals with developmental and other disabilities in order to influence systems change by at least seventy-five individuals.

**DRAFT Objective 3.** Capitalizing on board investments, develop multiple strategies to facilitate ongoing local advocacy initiatives.

**DRAFT Objective 4.** Establish or strengthen one program for the direct funding of a state self-advocacy organization led by individuals with developmental and other disabilities.

## **ASSURANCES**

- A. IN GENERAL. --The plan shall contain or be supported by assurances and information described in subparagraphs (B) through (N) that are satisfactory to the Secretary.
- B. USE OF FUNDS --With respect to the funds paid to the State under section 122, the plan shall provide assurances that--
1. not less than 70 percent of such funds will be expended for activities related to the goals described in paragraph (4);
  2. such funds will contribute to the achievement of the purpose of this subtitle in various political subdivisions of the State;
  3. such funds will be used to supplement, and not supplant, the non-Federal funds that would otherwise be made available for the purposes for which the funds paid under section 122 are provided;
  4. such funds will be used to complement and augment rather than duplicate or replace services for individuals with developmental disabilities and their families who are eligible for Federal assistance under other State programs;
  5. part of such funds will be made available by the State to public or private entities;
  6. at the request of any State, a portion of such funds provided to such State under this subtitle for any fiscal year shall be available to pay up to 1/2 (or the entire amount if the Council is the designated State agency) of the expenditures found to be necessary by the Secretary for the proper and efficient exercise of the functions of the designated State agency, except that not more than 5 percent of such funds provided to such State for any fiscal year, or \$50,000, whichever is less, shall be made available for total expenditures for such purpose by the designated State agency; and
  7. not more than 20 percent of such funds will be allocated to the designated State agency for service demonstrations by such agency that--
    - contribute to the achievement of the purpose of this subtitle; and
    - are explicitly authorized by the Council.
- C. STATE FINANCIAL PARTICIPATION --The plan shall provide assurances that there will be reasonable State financial participation in the cost of carrying out the plan.
- D. CONFLICT OF INTEREST --The plan shall provide an assurance that no member of such Council will cast a vote on any matter that would provide direct financial benefit to the member or otherwise give the appearance of a conflict of interest.
- E. URBAN AND RURAL POVERTY AREAS --The plan shall provide assurances that special financial and technical assistance will be given to organizations that provide community services, individualized supports, and other forms of assistance to individuals with developmental disabilities who live in areas designated as urban or rural poverty areas.
- F. PROGRAM ACCESSIBILITY STANDARDS --The plan shall provide assurances that programs, projects, and activities funded under the plan, and the buildings in which such programs, projects,

and activities are operated, will meet standards prescribed by the Secretary in regulations and all applicable Federal and State accessibility standards, including accessibility requirements of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d), and the Fair Housing Act (42 U.S.C. 3601 et seq.).

- G. INDIVIDUALIZED SERVICES --The plan shall provide assurances that any direct services provided to individuals with developmental disabilities and funded under the plan will be provided in an individualized manner, consistent with the unique strengths, resources, priorities, concerns, abilities, and capabilities of such individual.
- H. HUMAN RIGHTS --The plan shall provide assurances that the human rights of the individuals with developmental disabilities (especially individuals without familial protection) who are receiving services under programs assisted under this subtitle will be protected consistent with section 109 (relating to rights of individuals with developmental disabilities).
- I. MINORITY PARTICIPATION --The plan shall provide assurances that the State has taken affirmative steps to assure that participation in programs funded under this subtitle is geographically representative of the State, and reflects the diversity of the State with respect to race and ethnicity.
- J. EMPLOYEE PROTECTIONS --The plan shall provide assurances that fair and equitable arrangements (as determined by the Secretary after consultation with the Secretary of Labor) will be provided to protect the interests of employees affected by actions taken under the plan to provide community living activities, including arrangements designed to preserve employee rights and benefits and provide training and retraining of such employees where necessary, and arrangements under which maximum efforts will be made to guarantee the employment of such employees.
- K. STAFF ASSIGNMENTS --The plan shall provide assurances that the staff and other personnel of the Council, while working for the Council, will be responsible solely for assisting the Council in carrying out the duties of the Council under this subtitle and will not be assigned duties by the designated State agency, or any other agency, office, or entity of the State.
- L. NON-INTERFERENCE --The plan shall provide assurances that the designated State agency, and any other agency, office, or entity of the State, will not interfere with the advocacy, capacity building, and systemic change activities, budget, personnel, State plan development, or plan implementation of the Council, except that the designated State agency shall have the authority necessary to carry out the responsibilities described in section 125(d)(3).
- M. STATE QUALITY ASSURANCE --The plan shall provide assurances that the Council will participate in the planning, design or redesign, and monitoring of State quality assurance systems that affect individuals with developmental disabilities.
- N. OTHER ASSURANCES --The plan shall contain such additional information and assurances as the Secretary may find necessary to carry out the provisions (including the purpose) of this subtitle.