

PROGRAM PERFORMANCE REPORT

FEDERAL FISCAL YEAR 2008

(October 1, 2007 – September 30, 2008)

March 2009



VIRGINIA BOARD FOR
PEOPLE WITH DISABILITIES

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VIRGINIA BOARD FOR PEOPLE WITH DISABILITIES

202 North Ninth Street, Ninth Floor
Richmond, Virginia 23219

(804) 786-0016 (Voice or TTY)
(800) 846-4464 (Toll-free Voice or TTY)
(804) 786-1118 (Fax)

info@vbpd.virginia.gov.

Copies are also available in alternate formats
upon request.

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Introduction

Under the federal, **Developmental Disabilities and Bill of Rights Act of 2000** (DD Act), each state and territory of the United States has a designated **Developmental Disabilities Council** (DD Council). The **Virginia Board for People with Disabilities** (the Board) serves as Virginia's DD Council and, to comply with the requirements of the DD Act, must operate under a **Five Year State Plan** (FYSP) which is submitted to the federal **Administration on Developmental Disabilities** (ADD) for monitoring. Each year, the FYSP must be updated as needed to meet changing conditions or needs within the state and resubmitted to the ADD.

In addition, each state's DD Council must submit an annual **Program Performance Report** (PPR) to the ADD documenting the outcomes of activities authorized and funded by the DD Act and guided by the goals and objectives of the FYSP during the previous federal fiscal year. The PPR is submitted to the ADD in an electronic format which requires specific identification of DD Council goals and objectives with corresponding strategies and performance targets. The ADD uses these state reports to inform Congress and others of the achievements made by DD Councils and their community partners in meeting the goals of the DD Act.

The following report, covering the third year of the Board's 2007-11 FYSP, is a reader friendly summary of the information submitted to the ADD by the Board for **Federal Fiscal Year 2008 (FFY 08), which covers the period of October 1, 2007 through September 30, 2008**. In addition to the data already submitted to the ADD electronically, descriptive text has been added to make the data more understandable and to provide supplemental context and qualitative descriptions of the Board's activities. The reader may also wish to visit the ADD website at <http://www.acf.hhs.gov/programs/add> for more information about current and historic individual as well as aggregated data for all state and territorial DD Councils.

The format of this report mirrors that of the ADD electronic submission. Narrative text and data under each of the eight main topical areas corresponds to information supplied to the ADD in response to specific queries posed by the electronic submission system. In addition to these ADD required measures of the Board's and its partners' performance, the Board has developed its own performance measures to complement those of the ADD. Those measures are tracked throughout the year and reported in the packets provided to Board members at their quarterly meetings. For a complete understanding of all the Board's activities, both the PPR and those additional performance reports should be considered. Where appropriate and useful, this report includes some of those measures as well.

I. Council Identification

Each Developmental Disabilities (DD) Council is required to be affiliated with an agency of its state or territorial government known as its **Designated State Agency (DSA)**. A DD Council may be a private non-profit organization, a subdivision of a larger public agency, or a separate public agency. The **Virginia Board for People with Disabilities (the Board)** is authorized under Section 51.5-30 of the *Code of Virginia* to serve as its own Designated State

Agency and functions as a distinct state agency within the Health and Human Resources Secretariat.

The federal Administration on Developmental Disabilities (ADD) requires each DD Council to designate an official contact person for the state in all matters pertaining to the Five Year State Plan and Program Performance Report. Heidi Lawyer, Executive Director of the Board, serves in that capacity for Virginia. Further information on the statutory authority and composition of the Board may be obtained at the Board's website or by contacting the office directly.

The **Mission** of the Virginia Board for People with Disabilities is 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.

The Board strives to achieve that mission through an array of activities that includes policy development and advocacy, communications, training, grant-funding, sponsored programs, and research and evaluation.

In accordance with the goals of the DD Act, the Board seeks to empower Virginians with developmental and other disabilities to:

- Be exercise maximum self determination,
- Participate fully in all aspects of community life,
- Receive appropriate and adequate services that match their individual needs,
- Contribute to their communities through employment and volunteer service,
- Effectively advocate for themselves and others, and
- Achieve their personal goals.

Collectively, the Board's goals seek to promote and enable public and private sector collaboration and innovation which lead to greater individual self-determination and inclusive communities for all Virginians.

II. Update: Comprehensive Review and Analysis

A. Organizational Structure

During Federal Fiscal Year 2008 (FFY08), the business of the Virginia Board for People with Disabilities (the Board) maintained was directed and supervised by **four standing**

committees, organized around policy and service topic areas linked to **Areas of Emphasis** specified by the DD Act. The committees were:

- **Community Integration**, with responsibilities targeting Formal and Informal Community Supports;
- **Community Living & Transportation**, with responsibilities targeting Housing, Transportation and Health initiatives;
- **Education and Outreach** (which is a name change this year from “Education & Early Intervention”), with responsibilities targeting education, training, outreach, and marketing; and
- **Employment**, with responsibilities targeting employment and related initiatives.

All four committees also had responsibilities in the areas of **Quality Assurance**. Oversight and guidance of these committees was provided by the Board’s **Executive Committee** and by the Board as a whole. Additional ad hoc sub-committees were convened to address specific issues and activities, as indicated. A small but well-integrated, inter-disciplinary professional staff of program managers and administrative personnel supported the work of these committees.

B. Sponsored Activities

The Board’s activities for the reporting year were identified, shaped, and focused through a comprehensive assessment of the Virginia’s disability services system and the **Five Year State Plan (FYSP)** development process. Activities reflect the changing needs of disability stakeholders in Virginia as well as shifts in the state’s public policy, regulatory, and fiscal environment. Specific areas of Board activity during FFY08 included:

- **Constituent Outreach and Training:** Board members and staff monitored, sponsored, and actively participated in a wide range of statewide councils, commissions, advisory committees, workgroups, and educational programs in both the public and private sectors, which addressed the full range of disability services and issues. The goals of these activities were:
 - to solicit and promote the opinions and experiences of individuals with disabilities and their family members;
 - to share accurate and up-to-date information on the state’s service system and issues affecting Virginians with disabilities to policymakers, legislators and other stakeholders; and
 - to stimulate and facilitate the creative, responsive, and productive exchange of information within and between those constituencies.
- **Service System Monitoring:** Based on data collection and analysis, the Board published its second edition of the ***Biennial Assessment of the Disability Services System in Virginia***. Staff and Board members obtained data regarding the needs of people with disabilities, identified state funded services (including eligibility criteria, access issues and funding sources), and assessed the effectiveness of service systems intended to meet those needs through

identification of critical issues and recommendations. Extensive public comment was obtained and utilized during the development of the *Assessment*.

- **Technical Assistance:** Utilizing its own staff and member resources, grant-funded activities, and other community assets at its disposal, the Board provided information, referral, and support to committees, councils, and advisory groups addressing disability issues as well as to consumers, providers, and policy-makers needing information about services, rights, and public policies. Information was provided by telephone, by e-mail, through correspondence, and through Board publications and its website.
- **Supporting and Educating Communities:** In addition to its broad-based efforts to identify needs and share information, the Board sponsored targeted activities responsive to specific communities: individuals with disabilities and their families, the Governor of Virginia and his policy staff, the Secretary of Health and Human Resources and other members of the state's executive branch, legislators in the state's General Assembly, disability consumer and advocacy organizations, state and local disability services-providers, and members of the public at large. The Board provided information and materials for distribution at numerous conferences and educational events and presented on various Board initiatives.
- **Building Coalitions and Informing Policymakers:** An important Board goal, leadership in informing and influencing policy in Virginia continues to be strengthened: by providing information to the Governor, legislators, and other state agencies; through regular, productive communications with advocates and policymakers; and by utilizing local and statewide partnerships throughout its grant-funding, training, and interagency-liaison activities. The Board this year also joined its network partners and The ARC of Virginia to form a statewide coalition to advocate for expansion of community services and diversion of capital improvement funds from state Training Centers – the Virginia Alliance for Community. Board staff serve on numerous task forces and workgroups addressing systems change efforts in Virginia.
- **Funding System Change:** Using a combination of competitive and solicited grants to other organizations, directly funded and managed leadership and advocacy training programs, and community outreach, the Board has leveraged federal and state dollars to stimulate the commitment of additional public and private resources, influence attitudes and practices, and build knowledge which has expanded and improved the effectiveness of Virginia's disability services system.

C. Influences and Needs Assessment

An intensive process of data gathering and analysis of state funded services for persons with developmental and other disabilities resulted in publication of the Board's second ***Biennial Assessment of the Disability Services System in Virginia, 2008*** in May 2008. This report, which included Board identification of system areas of concern and recommendations for improvements, is a unique, comprehensive assessment of Virginia's disability services system. Developed in collaboration with other state agencies, the Board's *Biennial Assessment* process provides an ongoing mechanism to report, evaluate, and make recommendations regarding the scope and effectiveness of the state-funded service delivery system in meeting the current and

future needs of persons with developmental and other disabilities. As with the first edition, the *2008 Assessment* is designed to serve as a resource for individuals with disabilities and their families, legislators, political leaders, policy analysts, advocates, and other stakeholders. Comparative data in this edition are provided, when available, for state Fiscal Years (FY) 2005 and 2007, and, in some instances, for multiple fiscal years.

Significant areas of concern affecting persons with developmental disabilities were identified through that and other research, which have both informed and guided the Board's activities during this reporting year. The following summary of concerns is excerpted from the *2008 Assessment's* Executive Summary.

➤ **Early Intervention Services** addressing the needs of infants and toddlers with disabilities have expanded and improved. From FY 2003 to 2008, the General Assembly provided significant increases in financial support for Part C services, raising the annual General Fund allocation from \$125,000 to \$7,203,676. Between FY 2002 and 2006, the number of infants and toddlers served under Part C increased by only 12 percent, which was not proportionate to the with the higher levels of new funding. The Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS), responsible for Part C administration, is engaged in strengthening oversight and improving both fiscal and program data collection. Using numerous recommendations for programmatic and fiscal improvements made in a comprehensive study of the Part C system, DMHMRSAS has provided training and technical assistance statewide, and compliance on several key indicators of services to children has improved. That the number of infants and toddlers served in their natural environment now stands at 99 percent is one such notable improvement. Despite these efforts, however, Virginia still lags behind other states in the percentage of eligible children served, particularly those served between birth and age one. Service variability among localities remains a challenge as does provider shortages.

➤ **Education:** Between FY 2006 and 2007, funding for special education services for students with disabilities increased by 15 percent. The State School Report Card for 2006–2007 indicates that only 3 percent of core academic classes were taught by teachers not meeting the federal definition of “highly qualified,” although the percentage was higher (5 percent) in high poverty areas. A positive development was the revision by the State Board of Education of Virginia's Licensure Regulations for School Personnel (8 VAC 20-22-10 et. seq.). As a result, a broader pool of educators will be available to work with students who have diverse abilities and needs. VDOE has also continued a focus on better measurement of educational outcomes of students with significant disabilities and on improving services to students with autism. Among the many continuing challenges affecting families and students with disabilities are access to the general curriculum by students with severe disabilities, appropriate inclusion of these students in the state's accountability system, receipt of services in the least restrictive environment, low graduation rates, disparity in achievement as compared to students without disabilities, and access to assistive technology.

To address 2006 changes in federal regulations, the VDOE obtained public comment on its draft revision of *Regulations Governing Special Education Services for Children with Disabilities*. The Board was active in advocacy to preserve protections, such as maintaining age 14 as the point at which transition services must be provided. Because of unprecedented

extensive public feedback, the proposed regulations underwent further revisions and again are under public comment.

➤ **Community Living Supports:** Increasing numbers of Virginians with disabilities have been able to access services in the community rather than in institutional settings. Legislative budget actions in 2007 increased funding to serve more Virginians with disabilities under various Medicaid Waivers. New Medicaid services targeting the elderly, such as the Alzheimers Waiver, have been implemented. The Virginia Assistive Technology System (VATS) expanded its AT recycling network to provide AT equipment to those who otherwise cannot afford it. From FY 2005 to 2007: the number of persons with intellectual disabilities who received services through Community Services Boards increased by 6.8%; the number of people served under the Public Guardianship and Conservatorship Program more than doubled; the number of youth served under the Comprehensive Services Act (CSA) increased by 13.6%; and the number served under the Department of Rehabilitation Services' (DRS) Community Rehabilitation Case Management program increased by 10.5 percent.

Despite more people being served, the disability service delivery system remains underfunded to meet current needs, and progress has been threatened by the 2008 economic recession. Major challenges are the growing waiting lists for the MR and the DD Medicaid Waivers: From 2005 to 2007, the number of persons on the DD Waiting List more than doubled, increasing from 284 to 591 individuals; and those on the MR Waiting List increased by 7.2 percent. Moreover, according to DMHMRSAS data, since July 2004 the number of persons on the MR "Urgent" Waiting List has grown by more than one person per day. For persons with brain injury, from FY 2005 to 2007 the waiting list for the DRS Personal Assistance Services grew from 7 to 54 individuals. Funding for state agency staff members to provide licensure and quality assurance oversight, essential to ensuring citizen safety and service effectiveness, has not kept pace with increases in the level of community services. Both workforce development and expansion of service capacity will continue to be critical areas for funding. System fragmentation, low provider rates, inadequate person-centered practices, and the lack of a designated agency for developmental disabilities remain significant obstacles to effective planning, coordination, delivery, and oversight of state-funded services.

➤ **Institutional Supports:** Trends in this area have been mixed. Between FY 2004 and 2007, the number of youths younger than age 21 served in nursing homes/facilities declined significantly, but the number of residents increased by 4% overall, primarily among adults ages 21–64 years. According to the DMHMRSAS *Comprehensive Plan for 2008–14*, efforts are underway to effect "a cultural transition" at state-operated Training Centers toward providing time-limited care of less than one year to individuals with intellectual disability and co-occurring mental illness or behavioral challenges. At state Training Centers between FY 2005 and 2007, the average daily census decreased by 7% and the number of operational beds, by 4.8%, with almost all of the decline limited to Central Virginia and Southside Virginia Training Centers, the two largest, oldest facilities. Annual per capita costs for state Training Centers rose significantly (15%) during that time period. A lack of ongoing discharge planning and the restrictive "ready for discharge criteria" that apply to persons residing in Training Centers are obstacles to transitioning facility residents into the community.

By comparison, between FY 2005 and 2007 the number of non-state-operated ICFs-MR statewide increased from 25 to 31 (24%), while annual per capita costs rose by 30.9 percent. Inadequate and sometimes inaccurate information is provided to families and guardians regarding community options, and there continues to be a widespread misperception that persons with significant disabilities, particularly those with complex medical needs, cannot be served in other than an institutional setting.

➤ **Health Supports:** Challenges in health care include a shortage of medical and dental providers willing and able to work with individuals with disabilities as well as attitudinal and cultural barriers. Coordination and continuity of care is problematic, particularly for persons with developmental disabilities who have co-occurring medical or mental health conditions. User-friendly information related to health care and disease prevention is not readily available to persons with disabilities and their families. Created in Central Virginia in 2006 to improve care coordination for children with disabilities and special health needs, Medical Home Plus has continued its efforts on behalf of families and children through a coalition involving pediatric practices, Care Connection for Children, Family Voices, Parent-to-Parent, the Department of Health, and the Virginia Chapter of the American Academy of Pediatrics. During the FFY, a dental summit and two major conferences were held, both of which addressed improving medical care to individuals with disabilities. The Governor's Commission on Health Reform completed a two-year comprehensive study and, after receiving considerable public comment, published its report in the fall of 2007. This report identified major trends and issues in areas that included, but were not limited to: workforce development, prevention, long-term care, and transparency. The report made numerous specific recommendations on how to improve service delivery in the coming decade.

➤ **Community Housing:** A number of agencies are collaborating to improve the availability and accessibility of housing for individuals with disabilities in Virginia. Work is being done under the auspices of the Office of Community Integration, the Money Follows the Person Demonstration Initiative, and the Statewide Council on Independent Living. Projects supported by the Virginia Board for People with Disabilities include the Housing and Transportation Alliance and the EasyLiving Home voluntary certification program, described in the Housing chapter. These efforts have all generated important public-private partnerships throughout Virginia. Another positive development was action by the 2007 General Assembly to expand and rename an existing "visitability" home modification tax credit to include new home construction that meets specific universal design requirements.

Despite these positive initiatives, waiting lists for Housing Choice Vouchers remain large (6,633 as of November 2007), and the majority of local public housing authorities (PHAs) have stopped taking applications for this program. Based on DMHMRSAS data, the static capacity for Community Services Boards' intellectual disability residential services increased only 2% between FY 2005 and 2008, and the length of wait time ranged from nearly a year (49.5 weeks) for Supported Residential Services to a little more than two years (106.4 weeks) for Intensive Residential Services. Overall, affordable housing options are extremely limited, particularly for accessible housing. Housing continues to be frequently linked to receipt of services, limiting choice and fostering a medical model for service delivery. Some communities remain resistant to the development of housing for people with disabilities (e.g., group homes), and fair housing

complaints based on landlord bias show that disability discrimination is now the cause of most claims.

➤ **Transportation Services:** Reliable, accessible transportation is essential to Virginians with disabilities not only to obtain and keep basic services, but also to participate fully in community life. Lack of reliable transportation is a key barrier in the ability of individuals with disabilities to obtain or maintain employment. Statewide, public and para transit transportation services are often inadequate, especially in rural areas. Quality assurance problems remain for transportation provided under the Medicaid brokerage system. Coordination between housing and transportation planning and overall service capacity are inadequate and the lack of uniform, consistent data collection regarding existing transportation resources and both capital and operational costs is a key system challenge. Establishment of a Memorandum of Understanding (MOU) related to Coordinated Human Service Transportation in Public and Nonpublic Transit Systems in 2007 was a notable step forward. Signed by both the Secretary of Transportation and the Secretary for Health and Human Resources, this MOU requires all state agencies funding transportation for persons who are elderly, have low income, or have disabilities to participate in an Interagency Coordinating Council tasked with improving transportation coordination and services as well as reducing duplication. It also requires development, implementation, and monitoring of work plans designed to meet those goals.

➤ **Employment Services:** Coordination among the many agencies responsible for employment or employment training activities remains a challenge. Employment statewide remains low, with approximately two-thirds of adults ages 18–64 with disabilities not employed. Vocational services provided by the Department of Rehabilitation Services (DRS) have been under an Order of Selection since 2004, and during state FYs 2007 and 2008, service eligibility was limited to those individuals with significant disabilities. Virginia lags behind other states in its support of customized and supported employment opportunities, maintaining numerous facility-based, “sheltered” programs. Financial disincentives for employment remain, and fewer than anticipated have enrolled in Medicaid Works, the Buy-In program designed to enable individuals with disabilities to be employed and maintain their Medicaid benefits. Physical and program accessibility at many of the Workforce Board One-Stop centers remains inadequate. During state FYs 2006-08, the federally funded Disability Program Navigator (DPN) initiative successfully assisted some One-Stop Centers in becoming fully accessible and has enhanced employment services and outreach to individuals with disabilities, but funding ended.

The Governor issued *Executive Directive No. 8* in the fall of 2007, requiring all executive branch agencies, including institutions of higher education, boards, and commissions, to review relevant hiring practices and “to expand existing efforts for recruiting, accommodating, retaining and advancing people with disabilities for positions available in state government.” Executive branch agencies must annually report on efforts to hire persons with disabilities and to appoint them, as appropriate, to boards and commissions.

An important step was taken by the 2008 General Assembly to eliminate the significant disparity between the supported employment rates paid under Medicaid home- and community-based waivers versus the much higher rates paid by the vocational rehabilitation system. Passage of budget language required that the Department of Medical Assistance Services (DMAS) “realign the rates paid for individual supported employment provided under Medicaid

home- and community-based waivers to the same level paid by DRS to employment services organizations.” This change, effective July 1, 2008, also requires that DMAS change its rates whenever DRS does so.

➤ **Advocacy and Information Resources:** To ensure accessibility, availability, and affordability of needed disability services, effective advocacy services across the individuals’ life span are essential. Many organizations work effectively to provide information and technical assistance and to help individuals with disabilities and their families participate in community life and maintain natural supports. Individual advocacy resources remain limited, however, because of both fiscal and program eligibility constraints. Noteworthy progress has been made to involve individuals with disabilities and advocacy groups in planning and developing services, as exemplified by the System Transformation Grant initiatives led by the Office of Community Integration, the Department of Medical Assistance Services, and the Department of Mental Health, Mental Retardation and Substance Abuse Services. Adoption of “person first” language more respectful of people with disabilities in state laws and regulations is being pursued. As a result of excellent work by self-advocates, the 2008 General Assembly passed a bill that would change references in the *Code of Virginia* from mental retardation to intellectual disability. The change, however, is contingent on the bill’s being passed again by the 2009 General Assembly.

Public comments from persons with disabilities and family members received by the Board indicate that, with respect to information resources, state agency Web sites offer challenges. Sites were found to be complex, use bureaucratic jargon, or have outdated information. Since laws, regulations, policies, and practices change over time, state agencies and organizations must consistently provide accurate, reliable information to individuals and their families about their rights and about available resources, best practices, and community opportunities.

➤ **Emergency Preparedness:** In light of growing state and national efforts to address response to natural and other disasters, the *2008 Biennial Assessment* featured this new chapter. During FY 2006–2007, progress occurred at many levels to improve inclusion of persons with disabilities in developing emergency plans and in sheltering-in-place. The Virginia Department of Emergency Management (VDEM) continues to promote participation by people with disabilities in the creation of policies and procedures that will affect them. VDEM also created a Vulnerable Populations Committee, chaired by Disability Services Agency staff members. The Office of Commonwealth Preparedness has assembled regional teams that include individuals with disabilities to develop preparedness and shelter plans.

Emergency preparedness activities are evolving, but improvements are still needed. Individuals with disabilities and advocacy organizations still are not systematically engaged in discussing the contributions that they can make in emergency planning and, typically, have not been invited to participate actively in planning and conducting disaster response training exercises at the local, regional, or state levels. More opportunities are needed to bring together individuals with disabilities and emergency response and public safety personnel with direct evacuation and sheltering experience so that they can share knowledge and “lessons learned.” The availability and mapping of shelters meeting uniform standards remains an issue, and much work must still be done to plan shelters for individuals with specialized medical needs. Lack of adequate transportation options for individuals with disabilities living in the community and

residing in congregate settings remains a continuing gap and a critical need. Additional public education on personal emergency plans and available resources is needed for all citizens.

III. Life Goal Areas and Performance Targets: Status of State Plan Implementation

Under the Developmental Disabilities (DD) Act, the Virginia Board is responsible for undertaking advocacy, capacity building, and system change activities that contribute to a coordinated, consumer- and family-centered, consumer- and family-directed, comprehensive system of community services, individualized supports and other forms of assistance that contribute to the achievement of the purpose of the DD Act. The DD Act further recommends approaches which DD Councils may use in achieving the goals of the act and their individual state plans. These include:

- Coalition Building,
- Coordination of Services,
- Demonstration of Direct Services,
- Educating Communities,
- Informing Policy Makers,
- Interagency Collaboration,
- Outreach,
- System Design, Redesign, and Barrier Removal,
- Technical Assistance, and
- Training.

During Federal Fiscal Year (FFY) 2008, the Board utilized all of these strategies either individually or in varying combinations in different activity areas to achieve demonstrable successes in all funded activity areas. The goals and objectives of the Five Year State Plan as well as the Program Performance Report are organized around nine life goals, also known as **Areas of Emphasis**, which are specifically identified in the DD Act. Board activities funded by the DD Act and guided by its FYSP are not required to include all of these life goal areas, but activities must address one or more of them. The following list identifies the Areas of Emphasis and their definitions as specified by the DD Act. Those areas addressed by Board initiatives in FFY 2008 are identified by an asterisk (*):

***Employment:** Individuals get and keep employment consistent with their interests, abilities, and needs.

***Transportation:** People with disabilities have affordable and accessible transportation to meet their needs as they live independently and productively in their communities.

***Education and Early Intervention:** Students reach their educational potential and infants and young children reach their developmental potential.

***Housing:** Adults choose where and with whom they live.

***Formal and Informal Community Supports:** Individuals are valued, participating members of their communities.

Child Care: Children with disabilities have access to accessible and appropriate day care services as well as an adequate range of choices to support their developmental and socialization needs. (The Board addresses Child Care as a part of its Education and Early Intervention activities.)

***Health:** People are healthy and benefit from the full range of needed health services.

Recreation: Children with disabilities and their families are able to participate in meaningful and inclusive recreational activities in their communities.

***Quality Assurance:** Individuals have control, choice, and flexibility in services and supports they receive.

***Cross Cutting Issues:** Council-level initiatives that have wide systems change impact and cut across several areas of emphasis.

The overarching **State Plan Goals** for Board projects and activities remain constant throughout the five-year period. These six goals encompass multiple objectives under the various Areas of Emphasis. The Board's goals are:

- Promote strategies that support moving people with disabilities from institutions to communities of their choice.
- Promote cross-cutting local, regional, and statewide collaboration to build welcoming and accessible communities.
- Positively influence and impact public policy through coordinated initiatives that promote meaningful inclusion in all aspects of community life.
- Engage in advocacy and outreach to educate communities with the outcome of eliminating barriers that result in discrimination against people with disabilities.
- Collaborate to ensure an innovative disability services system through partnerships with community organizations, businesses, and public agencies to leverage wide spread support for full inclusion.
- Be a catalyst for self determination, choice, and policy influence through leadership and advocacy development.

The following sections of this report detail the State Plan objectives in each of the specified Areas of Emphasis addressed by Board activities during FFY 08. Following each list of objectives, Board activities are described, and a summary of performance measures is provided.

A. Employment

In keeping with the goals of its Five Year State Plan (FYSP), employment activities of the Virginia Board during FFY08 emphasized projects which: expanded training of state human resource personnel and managers on disability awareness and expanded community opportunities for meaningful, long-term employment.

Employment Projects and Activities during FFY08

Descriptions below for each contract or grant-funded project include its name, administrator, starting and ending dates, and total award by the Board for the life of the project:

- **WorkWORLD Policy Committee:** Virginia Commonwealth University Employment Support Institute and the Virginia Department of Rehabilitative Services, \$3,000 award: Collaborated with state agencies to customize software that provides technical assistance on SSI/SSDI work incentives and benefits planning for for Virginians with disabilities.
- **Virginia State Government Employment Initiative:** Virginia Commonwealth University Rehabilitation and Research Training Center on Workplace Supports, \$244,000 award. Developed and implemented an initiative promoting private and public partnerships to increase employment in state government agencies for Virginians with disabilities.
- In addition, **Post-Grant Outcomes** were generated during the FFY by projects which continued at least part of their activities without Board funding. Post-grant outcomes are tracked by the Board for two consecutive years after the end of project funding. The post-grant outcomes were from these projects:
 - **VCU Employment Collaborations and Employment** - Virginia Commonwealth University Rehabilitation and Research Training Center on Workplace Supports. Collaborated with employment service providers and staffing agencies to provide jobs for individuals with developmental and other disabilities.
 - **Employment and Benefits Outreach** – vaACCSES. Provided training on SSI/SSDI and respective work incentives for disability service providers and 1:1 benefits counseling to people with disabilities and their families.

Employment Achievements in FFY08

The following statistics include required performance measures from the electronically-submitted Program Performance Report as well as other relevant data. Of note was the Governor Kaine's issuance of **Executive Directive # 8**, which directed state agencies to review their recruitment policy for individuals with disabilities, increase efforts to hire qualified individuals with disabilities, and to report annually on results. This directive, which was a direct result of Board efforts, also required that each agency send human resource personnel to at least one disability awareness training program. Through the employment projects and liaison activities:

- ✓ 32 adults with disabilities have jobs of their choice;

- ✓ 12 new businesses/employers employed adults with disabilities;
- ✓ 2 employment programs/policies were created/improved;
- ✓ 1,008 disability professionals, state agency human resource personnel and partner organizations were trained in employment, including SSI/SSDI work incentives and disability awareness, and recruiting, accommodating and retaining employees with disabilities.
- ✓ \$111,480 was expended in Board funds for employment; and
- ✓ \$104,891 was leveraged for employment.

B. Transportation

A fundamental need for individuals with disabilities is reliable, adequate, and accessible transportation. As noted in the *Biennial Assessment*, transportation is essential to both personal and financial independence as well as quality of life. The activities of the Virginia Board during FFY08 again focused on: supporting expansion, coordination, and improvement of transportation statewide; and strengthening local and regional transportation planning and coordination to enable full community inclusion for people with disabilities.

Transportation Projects during FFY08

The description below includes project name, project administrator, starting and ending dates, and total actual or projected expenditure by the Board for the life of the project:

- **Transportation and Housing Alliance**, Thomas Jefferson Planning District Commission: July 1, 2007 – June 30, 2009, \$100,000 award (Continuation grant). Purpose was to develop a coordinated approach within localities or a region for improved planning of accessible and affordable housing and transportation.

Transportation Achievements in FFY08

The following statistics include the required performance measures from the electronically submitted Program Performance Report:

- ✓ 4 individuals with disabilities have transportation services through Council efforts;
- ✓ 30 people were trained in transportation;
- ✓ 1 transportation policy/program was created or improved;
- ✓ \$8,573 was leveraged for transportation programs; and
- ✓ \$16,162 was expended in Board funds on transportation.

The Transportation and Housing Alliance (THA) was designed to support localities in assessing the housing and transportation needs of people with disabilities in their jurisdiction. The Alliance provides technical assistance, education and guidance as well as public policy recommendations. Use of the THA's **Assessment Toolkit** in service planning processes was expanded to additional localities and regions of the state through sub-awards during this FFY.

The Toolkit was used successfully by the disability Resource Center of the Rappahannock Area to gain approval of its proposal to upgrade a local bridge, thereby providing accessible travel for people who use wheelchairs or who have mobility challenges. Training on use of the Toolkit and its various applications to address the needs of persons with disabilities in planning processes were conducted across the state.

In addition, transition efforts made through the Nursing Home Outreach Grant Project and its post-grant activity helped four individuals with disabilities obtain transportation services in their community.

C. Education & Early Intervention

In FFY 2008, the objectives of the Virginia Board for People with Disabilities addressed the needs of children with disabilities and their families from pre-school through transition to higher education, employment, and adulthood. Two projects in the post-grant phase addressing these goals promoted the replication of best practices, and disseminated information on available resources to teachers and School Board leadership statewide. Promoting educational opportunities, inclusion, and individual achievement continued to be major focus of the Board's activities. Advocacy efforts by the Board in the legislature led to an important policy change: House Bill 214, which will ensure that schools statewide comply with the Virginians with Disabilities Act with respect to use of service animals in school, was passed. Sponsorship of the disability-related Fellowship program enriched participants' academic skills and provided a foundation for future contributions to the disability services field. Specific education activities in progress during FFY08 and resulting achievements are described below.

Education & Early Intervention Projects during FFY08

Descriptions below are for two projects for which activities continued after Board grant funding ended. The descriptions include project name, project administrator, ending dates, and activities.

- **Facilitating Transition to College: A Program for Middle and High School Students with Disabilities**, Virginia Polytechnic Institute and State University (**post-grant**, ended December 2006). Goal was to engage interest, awareness and knowledge of middle and high school educators, students and family members in underserved areas of southwest Virginia about the opportunities and resources available that assist students with developmental disabilities in planning and achieving their post-secondary education goals. Virginia Tech staff provided training to area high school and middle school classroom teachers on use of the model Transition Curriculum Modules developed under the grant; and posted the Curriculum and information on transition "best practices" on its website.
- **Effectiveness Training for Local Special Education Advisory Committees (LSEACs)**. Virginia Commonwealth University's Partnership for People with Disabilities, (**post-grant**, ended September 2006). Goal was to improve the effectiveness of local SEACs through development and implementation of a series of training initiatives aimed at building capacity and effectiveness of local SEACs and participation of all stakeholders as they strive to

improve services for students with disabilities. VCU/PPD obtained alternative funding through the Virginia Board of Education to continue LSEAC training.

Education & Early Intervention Achievements in FFY08

The following statistics include required performance measures from the electronically-submitted Program Performance Report as well as other relevant data:

- ✓ 147 students with disabilities received the services/supports they needed to reach developmental goals through Board efforts;
- ✓ 6 infants and young children with disabilities have the services/supports they needed to reach developmental goals;
- ✓ 85 Local SEAC members and 5 local school board members across the state (total of 90) were trained in educational best practices regarding youth with disabilities;
- ✓ 35 policymakers and educators were informed of the needs of and resources for students with disabilities in secondary schools;
- ✓ 1 education program/policy was improved; and
- ✓ 1 Disability Fellow was trained. (The completed Fellowship was from June 2007 through May 2008.)

D. Housing

During FFY 08 the Board worked to help develop long-term strategies to increase accessible, affordable housing options and opportunities for people with disabilities. The Board successfully continued its partnership with other state agencies and participated in housing conferences to enhance housing options.

- The most significant housing activity was providing leadership to the Virginia **Transportation-Housing Alliance (THA)**. As noted in the previous Transportation section, the THA grant and post-grant activities promoted use of the Toolkit in local and regional planning processes, resulting in 86 individuals being trained in home planning and in using the Toolkit to improve the accessibility and availability of housing for people with disabilities.
- One contract exclusively focused on housing: the **EasyLiving Home Replication in Virginia** project. Its purpose was to develop and implement an EasyLiving Home program statewide as well as to educate the housing industry on the importance of adopting *visitability* and *universal design* as guiding principles in construction and renovations. This project, which began on 10/1/07 and ended on 12/30/08, was administered by the Virginia Accessible Housing Solutions, Inc.

The unique partnerships that have emerged through development of the EasyLiving program and the THA coalition have begun to shape a new vision and paradigm in the design

and construction of new homes statewide. The state Habitat for Humanity now is planning to adopt *visitability* and *universal design* in building all future homes. The Home Builders Association of Virginia is taking a leadership role in promoting EasyLiving homes with its members statewide. Builders and the community-at-large are beginning to better understand the concept of visitability as a meaningful, important element in how and where people choose to live; and both builders and architects are viewing *visitability* and *universal design* as an added value to projects.

Housing Achievements in FFY08

The following statistics include required performance measures from the electronically-submitted Program Performance Report as well as other relevant data:

- ✓ 7 individuals have homes of their choice in their communities,
- ✓ 2 housing programs/policies were improved,
- ✓ 2 units of affordable, accessible housing were made available to people with disabilities,
- ✓ 118 people were trained in housing,
- ✓ \$21,879 was expended in Board funds for housing, and
- ✓ \$23, 573 was leveraged for housing.

In addition, Council staff, as a member of the state's Money Follows the Person (MFP) Demonstration Initiative, provided training to 28 staff at Centers for Independent Living (CILs) on use of the THA Toolkit. As a result of Council advocacy efforts, the State Plan for Independent Living adopted by the Virginia Association of CILs included the goal of encouraging and advocating for use of the THA Toolkit by local planning entities. Local CILs are becoming associated with their local Home Builders Association affiliate.

As a result of the Nursing Home Outreach grant and post-grant activities (described under Community Supports), seven individuals with disabilities were transitioned from nursing homes to a community home of their choice.

E. Formal and Informal Community Supports

Consistent with the U.S. Supreme Court's decision in *Olmstead v. L.C.*, the Virginia Board for People with Disabilities continued its major goal of increasing individuals' opportunities to live in communities of their choice. Board projects and their achievements during FFY08 emphasized advocacy and leadership to: promote change in state policy for increased community supports to people with disabilities; provide training and information to constituents on self-determination; and promote movement of persons from institutional to community placements.

Formal and Informal Community Supports Projects during FFY08

Descriptions below include project name, project administrator, starting and ending dates, and total actual or projected expenditure by the Board for the life of the project:

- **Consumer Choice in Community Living: Nursing Home Outreach and Transition Planning (Grant and Post-Grant)**, Virginia Association of Centers for Independent Living, July 2005-October 2007, \$270,000 award. Goal was to identify people with developmental and other disabilities who live in nursing homes and provide information and assistance that enables them to transition into their own homes if they choose to do so. The project gathered information that is used to inform policy makers of the needs and barriers facing people who want to transition out of nursing homes.
- **Outreach to Families of Children At-Risk or Currently Residing in Institutions**, Virginia Association of Centers for Independent Living, July 2007-December 31, 2008, \$100,000 award. Project goal was to inform parents/guardians of children with disabilities who were residing in institutions or who were at-risk of institutionalization of community service/support options; and to provide transition services for institutionalized youth upon request.
- **Community Supports Conference Tracks: the Virginia Guardianship Association & Virginia Elder Rights Coalition Conferences**, October 2007-Sept. 2008, \$3,000 award. Goal was to ensure representation by individuals with disabilities in discussions of guardianship; to support training in the topical areas of consumer choice, self determination, person centered planning, circles of support, and micro-boards; and to educate lawyers and judges about the capabilities of individuals with disabilities to live independently.

Formal and Informal Community Supports Achievements in FFY08

The following statistics include required performance measures from the electronically-submitted Program Performance Report as well as other relevant data. In addition, the Board also provided public comment on other policy, legislative, and regulatory matters. As a result of Board efforts:

- ✓ 72 individuals benefited from formal/informal community supports,
- ✓ 2 community support programs/policies were created or improved,
- ✓ 590 individuals were trained in formal/informal community supports.
- ✓ \$65,354 was expended in Board funds for community supports, and
- ✓ \$159,611 was leveraged for community supports.

F. Quality Assurance

Quality Assurance broadly refers to activities that promote evaluation of and advocacy for the accessibility, availability, outcomes, costs and performance levels of a service or service delivery system. Goals and objectives included in this category pertain to quality of life, self-

advocacy, leadership development, individual human rights, safety and protection from abuse and neglect. The Board's activities in the area of Quality Assurance include several ongoing in-house training programs: **The Youth Leadership Forum (YLF)**, **Partners in Policymaking (PIP) program**, and the Disability Policy Fellowship. The Quality Assurance goals during FFY08 are listed below. Projects and activities addressing those goals and their achievements follow.

Quality Assurance Projects during FFY 2008

The Quality Assurance projects were linked to specific goals in the Board's Five Year State Plan and to specific areas of emphasis from the Developmental Disabilities Act. Descriptions below include project name, project administrator, starting and ending dates, and total actual or projected expenditure by the Board for the life of the project:

- **Youth Leadership Forum.** Virginia Board for People with Disabilities, ongoing in-house program, \$120,000. Purpose is to train rising high school juniors and seniors with disabilities to become effective self-advocates and leaders who will advance positive changes in services and supports for themselves and others with disabilities in their home communities and throughout Virginia.
- **Partners in Policymaking.** Virginia Board for People with Disabilities, ongoing in-house program, \$140,000. Purpose is to train adults with disabilities and parents of children with a disability to become effective self-advocates and leaders who will advance positive changes in services and supports for people with disabilities in their home communities and throughout Virginia.
- **Disability Policy Fellowship** , \$17,500. Purpose is to promote careers in the field of disability policy and to support research by graduate students and under-graduates about policy issues related to people with disabilities and the disability services system in Virginia
- **Self-Advocacy Mobilization (S.A.M.) Project.** VCU/Partnership for People with Disabilities (PPD), July 1, 2007 – June 30, 2009, \$100,000 award. Purpose is to implement a self-advocacy initiative that will mobilize individuals to effect service system improvements and policy change at a local or regional level, and that will result in ongoing coalitions for future advocacy.
- **New Voices II (post-grant, ended December 2006).** VCU/Partnership for People with Disabilities (PPD). Leadership and self-advocacy activities for systems change in Virginia . by individuals with disabilities trained during the grant period were tracked by PPD during the FFY.

Quality Assurance Achievements in FFY08

The following statistics include required performance measures from the electronically-submitted Program Performance Report as well as other relevant data:

- ✓ 46 individuals benefited from the Board's Quality Assurance (QA) initiatives,

- ✓ 6 quality assurance programs/policies were created/improved,
- ✓ 90 people were trained in quality assurance,
- ✓ 73 people were active in systems advocacy, of whom 34 were self-advocates, 38 were family members, and 1 was “other”,
- ✓ 37 people were trained in systems advocacy and QA, of whom 7 were self-advocates, 14 were family members, and 16 were identified as “other”,
- ✓ 48 people were trained in leadership, self-advocacy and self-determination,
- ✓ 5 people attained membership on public and private bodies and other leadership coalitions,
- ✓ 39 entities participated in partnership or coalitions as a result of Council’s efforts,
- ✓ \$37,078 was expended in Board funds for quality assurance, and
- ✓ \$24,746 dollars were leveraged for QA programs.

G. Cross-Cutting Activities

In addition to the activities listed above, during Federal Fiscal Year (FFY) 2008 the Board engaged in a wide range of activities which had broad impact statewide across multiple Areas of Emphasis. These activities contributed to success in meeting a number of varied FY State Plan goals.

Cross-Cutting Projects during FFY 2008:

- **Public Awareness Campaign, Part 1** – BrandSync, LLC, July 1 – December 31, 2007, \$150,000 award. Purpose was to develop and implement survey research of Virginians’ opinions/ attitudes regarding individuals with disabilities and key disability issues with which to develop an advocacy message to communicate statewide on successful community living by people with developmental and other disabilities.
- **Public Awareness Campaign, Part 2** – BrandSync, LLC, April 1, 2008 – March 31, 2010, \$299,632 in costs. Purpose is to develop and implement a statewide public awareness campaign that promotes successful community living for individuals with developmental and other disabilities, which includes outreach to legislators as well as to the general public.
- **2007 Jackie Crews Award for Excellence in Leadership**, in-house activity, \$7,265 in direct costs. Purpose is to provide recognition of individuals and organizations that have provided exemplary service, support and advocacy on behalf of Virginians with disabilities and that have helped to expand or improve the disability services system.
- **Biennial Assessment of the Disability Services System in Virginia, 2008**, in-house project, \$22,481 in direct costs. Purpose is to provide a comprehensive assessment of state-funded or operated disability services and supports to fulfill requirements of state and

federal (DD Act) legislative mandates. In collaboration with state agencies, staff research information and develop descriptions of services, eligibility, access, delivery, costs/payments and quality assurance. Board members identified areas of concern and developed recommendations for system improvements based on the information.

- **Voices & Visions**, in-house activity - the Council's newsletter, which is published quarterly on the website, in print and in alternate formats, \$15,900 in direct costs.

Cross-Cutting Achievements in FFY08:

The Board continued to strengthen its advocacy through increased involvement in interagency workgroups, regulatory public comment, and conference development. Expanded marketing and communications about Board policy positions and activities both within traditional disability constituencies and to broader audiences resulted in higher visibility for the needs of Virginians with disabilities and for proposals to improve the service system to meet those needs.

During FFY 08, Board marketing and communications to advocate for services and supports to Virginians with disabilities made significant gains in: website (more than 20,000 unique visitors) and electronic outreach (26 NEWS@VBPD); conference and workshop involvement, which included distribution of Board information packets and facilitation of conference training sessions statewide; media coverage (radio, television, and newspapers); Outreach and Communications product development; and quarterly publication of *Voices & Visions*, the Council's newsletter. During the Virginia General Assembly session, Board staff tracked and distributed information on important state legislative activities.

- ✓ 200 public policymakers were educated by the Board about issues related to our activities through staff liaison participation with standing or ad-hoc committees and workgroups as well as responses to specific requests for information by policy/decision-makers;
- ✓ 76 unique publications (newsletters, public comment correspondence, etc.) were developed and distributed to policymakers about issues related to Board activities; and
- ✓ 1,900,000 members of the general public are estimated to have been reached through Board public education/awareness and media initiatives.
- ✓ 2007 Jackie Crews Award for Excellence in Leadership was given to advocate and community leader Rose Williams of Charlottesville.

Four quarterly issues of the newsletter *Voices and Visions* provided background information and progress reports on Board initiatives and partnerships, useful information on a wide range of general disability topics, and news of recent and up-coming training and advocacy opportunities. Newsletters were re-scheduled to better report VBPD actions, and content was broadened to include more contributions by and highlights on collaborators.

The Board's most significant publication this year was its second edition of the ***Biennial Assessment of the Disability Services System in Virginia, 2008***, which was distributed to legislators, policy makers and key stakeholders in May 2008. This comprehensive assessment

of state funded services updated and broadened the 2008 edition: a chapter on Emergency Preparedness was added; both areas of concern and recommendations for improvements about state funded services and supports were updated; and data trends were updated, as available, through State Fiscal Year 2007. As before, the Assessment was made available in alternative formats and on the website, and was widely distributed. It remains an often cited reference for individuals with disabilities, families, advocates, media, providers, policymakers, and legislators.

Liaison & advocacy partnerships were further strengthened and expanded, particularly with respect to systems transformation, accessible housing, a state government “home” for DD, and various regulatory reviews. Board staff have been prominent participants in the state’s Money Follows the Person (MFP) initiative and the System Transformation Grant (STG) project. The Board’s new Virginia Special Education Network (VSEN), an e-digest which was published 13 times, played a key role in outreach and advocacy on revisions of related state regulations during the FFY. Additional new partners this year: invited the Board to participate in conference planning and information distribution, resulting in more than 3,000 contacts across 14 events; asked the Board to use its expanding community networks (more than 11,600 direct correspondents) to promote their activities and provide feedback opportunities; and solicited VBPD guidance to improve their outreach.

Direct VBPD impact on media coverage again greatly exceeded expectations with more than 31 print and broadcast stories reaching all four major markets as well as three of the five secondary markets (which reach more than 1.9 million readers/viewers). Additional disability coverage was identified in all statewide markets.

IV. Assessing Consumer Satisfaction with Council Services

Consumer satisfaction with the activities of the Virginia Board for People with Disabilities was obtained through a variety of methods during FFY 08, which included:

- Evaluation forms completed by Youth Leadership Forum (YLF) delegates and by participants in the Partners in Policymaking Program (PIP);
- The ADD Consumer Satisfaction Survey, an interactive online questionnaire, was widely publicized via e-mail, on our website, and in the *Voices & Visions* newsletter. Printed surveys, including accessible formats, were made available to collect information from as wide a range of individuals as possible.
- Feedback was collected in a special session at The Arc of VA convention in Spring of 2008 and through extensive participation in workgroups & liaison activities.

In addition to targeted surveys previously mentioned, telephone & online surveys (three completed, with more than 700 respondents) the Public Awareness Campaign research (grant project) also collected actionable information on public attitudes and activities regarding people with disabilities, services, and issues.

A total of 259 responses were received for the **ADD Consumer Satisfaction Survey**, which is now an ADD required element. Respondent diversity was excellent: 29% were individuals with a disability; 52%, family members; 24%, advocates; 33% providers; and 19%

public agency representative. The tables (next page) summarize survey results by percentage of responses.

Several themes were identified from specific stakeholder feedback to the survey. Verbatim satisfaction answers were overwhelmingly positive as well as often lengthy and detailed. The reported breadth of knowledge and involvement in a wide range of VBPD activities was significant in scope. Negative comments were exclusively directed at limitations of the Commonwealth's service system in general and at specific regrets for the Board's own limits due to inadequate resources. Service system disparities between regions and between types of disabilities were noted. Respondents frequently praised PIP, YLF, the Special Education Outreach Network, and systems transformation efforts (Nursing Home Outreach)

They also described information provided by the Board as being timely and helpful in staying current with issues affecting persons with disabilities. Much gratitude was expressed for the quantity and quality of the Board's expanded outreach and communications:

- ✓ "increased knowledge of rights and feeling of empowerment"; and
- ✓ "Updated information regarding changes in policy has helped our family understand what is happening"

Direct feedback on VBPD's efforts was overwhelmingly positive, especially noting its: outreach efforts; advocacy and leadership training activities; advocacy and leadership on special education regulations and for community integration; grant activities in housing, transportation planning, and employment.

- ✓ "Projects that penetrate communities & information that actually gets to parents";
- ✓ "VBPD has been very helpful in supporting persons with disabilities & others working with and providing services"; and
- ✓ Most helpful is [VBPD] bringing all the bits of knowledge together to form a coherent whole, dispelling myths or wrong information, making me feel more confident in dealing with agencies, school, etc."
- ✓ "[VBPD's] activities have made significant changes in legislation & society."
- ✓ "The impact of [VBPD activities is immeasurable] in terms of dollars saved, families held together or...the psychological well-being of family members who feel like they have the resources to model & teach advocacy skills to their loved one—ultimately allowing that person to be in control of their lives with confidence."
- ✓ "[VBPD] activities have made a major impact...especially [on] those who were institutionalized and are now living in the community [and for] parents who want their children to have the best possible education & transition to higher education or into the work force."
- ✓ "[VBPD] is doing a good job in a tough environment."
- ✓ "I get satisfaction in knowing that there is an anchor holding everything together."

Negative responses largely dealt with inadequate resources for VBPD & in general or other broad issues & provided actionable guidance for future VBPD activities including its public awareness campaign & policy advocacy.

- ✓ “Impact is affected by political turf issues, money & conflicting special interest groups.”
- ✓ “As always, more needs to be done...more assistance in all areas and...more programs available & affordable. More public education...to the larger community.”
- ✓ “There are a number of state organizations...with nebulous responsibilities for oversight of the rights & freedoms...[VBPD] could best serve as a clearing house for all...as a facilitator...There is still a great lack of communication & coordination of services so the consumer or family member is confused & usually put off or misdirected when that need not be. ”

CUSTOMER SATISFACTION	
Satisfaction Elements	Responses
1. Respect - I (or my family member) was treated with respect during project activity.	Yes: 92.00% No: 8.00%
2. Choice - I (or my family member) have more choice and control as a result of project activity.	Yes: 74.00% No: 26.00%
3. Community - I (or my family member) can do more things in my community as a result of this project.	Yes: 72.00% No: 28.00%
4. Satisfied - I am satisfied with project activity	4, Strongly Agree: 47.00% 3, Agree: 46.00% 2, Disagree: 6.00% 1, Strongly Disagree: 2.00%
5. Better Life - My life is better because of project activity.	4, Strongly Agree: 39.00% 3, Agree: 48.00% 2, Disagree: 10.00% 1, Strongly Disagree: 3.00%
6. Rights - Because of this project activity, I (or my family member) know my rights. (optional)	Yes: 92.00% No: 8.00%
7. Safe - I (or my family member) are more able to be safe and protect myself from harm as a result of activity. (optional)	Yes: 85.00% No: 15.00%

Stakeholders Satisfaction	
Impact: Council activities have improved the ability of individuals with developmental disabilities:	
1. To make choices and exert control over the services and support they use	6, Strongly Agree: 26.00% 5, Agree: 44.00% 4, Somewhat Agree: 24.00% 3, Somewhat Disagree: 1.00% 2, Disagree: 4.00% 1, Strongly Disagree: 0.00%
2. To participate in community life	6, Strongly Agree: 26.00% 5, Agree: 40.00% 4, Somewhat Agree: 24.00% 3, Somewhat Disagree: 3.00% 2, Disagree: 5.00% 1, Strongly Disagree: 1.00%
3. Satisfaction - Council activities promote self-determination and community participation for individuals with developmental disabilities.	6, Strongly Agree: 35.00% 5, Agree: 43.00% 4, Somewhat Agree: 16.00% 3, Somewhat Disagree: 2.00% 2, Disagree: 1.00% 1, Strongly Disagree: 2.00%

Negative responses largely dealt with inadequate resources for VBPD & in general or other broad issues & provided actionable guidance for future VBPD activities including its public awareness campaign & policy advocacy.

- ✓ “Impact is affected by political turf issues, money & conflicting special interest groups.”
- ✓ “As always, more needs to be done...more assistance in all areas and...more programs available & affordable. More public education...to the larger community.”
- ✓ “There are a number of state organizations...with nebulous responsibilities for oversight of the rights & freedoms...[VBPD] could best serve as a clearing house for all...as a facilitator...There is still a great lack of communication & coordination of services so the consumer or family member is confused & usually put off or misdirected when that need not be. ”

Based on this information, it appears that recipients of Board programs and information are generally quite satisfied. The Board will continue to its public awareness activities and to make important, useful information readily available and accessible to people with disabilities.

V. Council Progress in Achieving Goals

In their annual Program Performance Reports to the Administration for Developmental Disabilities, DD Councils such as the Virginia Board for People with Disabilities are asked to provide brief summaries of the strategies used to achieve the goals of their Five Year State Plans (FYSP) over the reporting year. Much of this information has been covered above but is summarized consistent with the FFY 08 federal report submission.

➤ **Education and Early Intervention:** Virginia met its goal in impacting public policy successfully by influencing the passage of House Bill 214, which adds public schools to the protections under the Virginia Disability Act. Controversy and extended public comment delayed adoption of new state Special Education regulations, for which Council was active in advocacy leadership through its Special Education Network (e-digest) and partnered successfully with parents & disability groups (including autism) to maintain current regulatory protections.

Another goal was met by unexpected post-grant activities of two former projects. Post-grant commitment by Virginia Tech staff to promote curriculum developed through the Transition to College project led to training of 35 "Others" (educators) about inclusive education and transition "best practices"; and ensuing adoption of the model Transition Curriculum in several local school districts led to 147 students gaining the education and supports needed. VDOE support this year enabled post-grant activity to improve the effectiveness of local SEACs: training was provided to members in four localities & to School Board members in one locality.

➤ **Employment:** The Employment goals were met in this FYSP year through projects that modeled and demonstrated practices leading to competitive and meaningful employment for people with developmental disabilities. The Employment Committee built upon previous successes aimed at improving employers' awareness of the benefits of employing people with disabilities.

The Board, through the State Employment Initiative grant and other post-grant activity, has exceeded the outcomes expected for FFY08. **Executive Directive 8** was instrumental in the success of the initiative. Through extensive promotion and disability awareness training, the partnership between VCU-RRTC, the Office of the Governor, the Secretary of Administration, the Department of Human Resource Management, DRS, DBVI and state-approved staffing organizations garnered better than expected results in placing individuals with disabilities in integrated employment, most of whom have DD and most of which were placed in full-time positions. The data collected from the first mandatory annual reports to the Governor establish a benchmark and solidify the commitment from all partners to increase the number of individuals with disabilities working in state government.

Although the planned outcomes were achieved, there were barriers: 1.) the state budget crisis which, of course, results in new positions not being created and some vacant positions not being filled; and 2.) despite educating HR personnel, hiring managers were not required to attend the training and were not as open to new ideas as was hoped. If the state budget were healthier, we believe that the outcomes would have been much greater. The Board recommended that the disability awareness training become mandatory for all state hiring managers.

➤ **Formal and Informal Community Supports:** The Board successfully conducted an array of projects to empower both the service system and consumers to effect the fullest possible integration of people with disabilities into communities of their choice. As a direct result of Board activity, more individuals with developmental disabilities have more access to the community supports and information that they need.

Success in moving people out of institutions into communities was achieved through two grants- the Nursing Home Outreach (NHO) project and post-grant activity; and the Outreach to Families of Children with Disabilities Residing in Institutions or At-Risk of Institutionalization project (OFC). In each, the outreach & resource training provided by CILs to individuals and families was a critical link for individuals obtaining needed services/supports. NHO served as a model for the state's Money Follows the Person initiative, and also established positive relationships with institutions needed for future MFP success. Numbers of persons helped to obtain services did not meet expectations because: NHO post-grant follow-up was ended early because the CILs became involved in the state MFP initiative, making tracking difficult; the OFC had a slower than expected start; DMAS TAC data became unavailable; & PBS post-grant activity did not occur.

In the area of policy, the Board increased its involvement to advocate for community services and support through: legislative testimony with regard to the plans to rebuild state training centers; participation on a vast array of interagency task forces and work-groups addressing issues such as community integration, emergency planning, health care for people with disabilities, alternatives to guardianship, transportation and housing, special education, mental retardation restructuring, services to persons with autism, services to persons with brain injury, and the Commonwealth's "No Wrong Door" initiative on long term care.

Council leadership & expanded partnerships continued to positively impact state services design, legislation, & regulations in FFY 2008 through advocacy, public comment & liaison activities. Council staff played a significant role in development of the strategic plan adopted by the state Public Guardianship & Conservator Advisory Board, resulting in policy improvements: e.g., inclusion of person-centered practices in regulatory development & guardian training; partnering with the state Bar Association for pro bono support to families wanting to be public guardians; & reducing reliance on guardianship via development of micro-boards & other alternatives. Through Board efforts and support, training of hundreds of various professionals (judges, lawyers, healthcare) on disability issues & ways to promote inclusion & integration was achieved. In addition, Council provided key testimony and initiated advocacy that successfully defeated HB 1356 which sought to exempt certain businesses from meeting accessibility requirements in the Virginians with Disabilities Act.

➤ **Health:** The Council has had a positive influence in the health area of emphasis. As a leading member of the Health Promotion for People with Disabilities Task Force, managed by the Virginia Department of Health, Council staff participated in the following activities:

- Development of a physical activity program for Virginians with disabilities, including a "how-to" video and train-the-trainer workshops;
- Piloting a voluntary accessibility self-assessment program for radiology (and other health services) providers;
- Support and outreach for a self-management program for chronic conditions and associated trainer training;
- Support of statewide dental health for Virginians with disabilities;
- Support of statewide disability & co-occurring conditions data collection initiatives;

- Planning an annual conference highlighting outreach to minority individuals with disabilities.; and
- On-going networking, information & referral, outreach training & support, and stimulation of collaborations among Taskforce members.

➤ **Housing:** Council staff has taken a leadership role on the Disability Commission's Housing Workgroup establishing momentum for policy changes that will positively influence the meaningful inclusion of people with disabilities in community life. The Board prioritized influencing the way in which local planning entities include people with disabilities in the planning processes by educating local building officials, planners, architects, and elected officials about the housing choices and wishes of people with disabilities. The development of non-traditional partnerships between the disability community, home builders, city officials and local planning bodies have supported the work toward fully meeting this goal which is targeted for year 5 of the State Plan.

Council staff have taken leadership roles in policy discussions & on workgroups impacting improvements in public policy and development of critical alliances that must be sustained for systems change to occur. Staff involvement on the Money Follows the Person Housing Taskforce has helped to move forward development of collaborations & partnerships such as: educating Virginia's Public Housing Authorities about MFP; and developing a goal, which was included in the State Plan for Independent Living, to better assess and integrate the needs of people with disabilities into the plans that use VA's federal housing resources (the Consolidated Plan, the Public Housing Authority Plan, the Qualified Allocation Plan & the Continuum of Care Plan). Efforts to create a state funded housing subsidy for persons moving out of institutions were (and will be) made, but the current state budget crisis has been, and will be, an ongoing barrier.

Council has been highly successful in the development of an EasyLiving Home (ELH) Coalition in Virginia, reaching its goal quicker than expected. A public-private partnership has been forged, bringing together the building, disability and aging communities. Two EasyLiving homes have been built and certified. A partnership was created between EasyLiving Homes and the Habitat for Humanity state office: Virginia Habitat will promote and encourage its affiliates statewide to build all Habitat homes consistent with ELH requirements. Memorandums of Understanding and training of staff on the ELH home certification process have been completed at five local Centers for Independent Living (CILs), thereby helping the Council to build the capacity of home certifiers throughout the state.

➤ **Quality Assurance:** The Board's quality assurance projects were distributed across several different Areas of Emphasis in the FFY 2006-11 State Plan. These projects ensure that consumer-driven advocacy and oversight of Virginia's service system for people with disabilities is provided by well-trained, knowledgeable and collaborative advocate/leaders. The Board has enabled people with DD and their family members to be present and "at the table" to discuss matters that involve their lives, their future and their independence through a variety of projects:

As outreach capabilities have grown, Council staff have been more visible in its advocacy among legislators, other policymakers, and the public. Participation in workgroups & discussion on disability policy has been significant: e.g., several staff are on various workgroups for

Virginia's Money Follows the Person (MFP), which received federal funding this year, and the System Transformation Grant (STG) initiatives since their onset. Ongoing partnerships address the full range of community services as well as issues re: health/wellness, autism, special education, intellectual & other disabilities, aging, and brain injury, among others.

Coalition building was markedly successful this FFY. Creation of coalitions was a target under the Self-Advocacy Mobilization grant. In Spring 2008, Council partnered with its Network partners and the ARC of Virginia to form a coalition to oppose reinvestment in state Training Centers and to urge funding diversion to development of community homes for those current residents.

The FFY 08 targets for development of advocacy and leadership was exceeded through multiple grants, the Youth Leadership Forum (YLF) and Partners in Policymaking (PIP) programs, and post-grant activities of former projects. The Outreach to Nursing Home Grant, in unison with grant and post-grant outcomes for New Voices II, resulted in more individuals active in advocacy and in leadership positions statewide. Through business and public agency partnerships, the SAM grant reflected broader community leadership to improve accessibility and thus community integration. The YLF & PIP programs continue to be effective in preparing people with disabilities and family members in leadership & quality assurance. Program participants overwhelmingly report increased knowledge. Because of additional questions added to the annual PIP survey, PIP graduates were able to report how their experience benefits them and their family in various life areas.

➤ **Transportation:** In this state plan year, the Board's transportation projects provided increased opportunities for people with disabilities to access services that enabled them to live more independently in communities. The Transportation and Housing Alliance (THA) has been successful in developing collaborative relationships on local, regional and state levels. The THA Toolkit implementation grants are providing a much needed change in the landscape with respect to planning for land use, transportation and housing needs and the importance of including, and planning for, citizens with disabilities. Citizens and disability organizations are feeling empowered and more knowledgeable: one example is the success of the disAbility Resource Center in getting an upgrade to a bridge to provide accessible travel.

The Council is taking an active, prominent role advocating for coordinated human service and public transportation and staff participated in some of the region-by-region coordination planning meetings which helped to gain approval and buy-in. Council staff, as a member of the Transportation Advisory Workgroup, participated on DRPT's grant review team for 5310, JARC and New Freedom grants. Council staff also played an active role on the Medicaid Transportation Advisory Council, providing input and recommendations designed to improve the quality of Medicaid non-emergency transportation services. Council staff has strongly encouraged the development of a more transparent complaint process that actively engages and educates transportation providers and users. DMAS has recently engaged transportation users and providers in training on the reservations, complaint and appeal process and has developed a User's Guide that has been posted on their website.

➤ **Cross Cutting Goals:** Goals in this area of emphasis were met. Council this year continued & strengthened public policy efforts to promote community services for Virginians w/ disabilities. The *Biennial Assessment of the Disability Services System, 2008*, was published

and widely distributed. It received good reviews and was recognized as a key reference for understanding current service system and issues. As outreach capabilities have grown, Council has been more visible in its advocacy among legislators, other policymakers, & the public. Media & legislators contact Council increasingly about policy issues. Council staff are significant participants in various workgroups for the state's System Transformation Grant & Money Follows the Person projects.

Growing partnerships with disability & related groups for outreach to promote constituent advocacy occurred. In Spring 08, to oppose renovations to a state Training Center & expand community capacity, Council and its Network partnered with The ARC of Virginia: meetings were held with the Governor's Office, key legislators and stakeholders to identify alternative actions and develop strategy. Creation of coalitions was a also target under the Self-Advocacy Mobilization grant.

Constituent growth continued strongly, especially through expansion of online efforts. Increasingly, disability and non-disability agencies turn to VBPD for support of their direct outreach & information distribution. Growing number of PIP and YLF alumni statewide are impacting state & local policy, cultural activities, and news coverage. Research and planning were completed for a statewide public awareness campaign which will actively support advocacy and outreach activities, furthering community integration. News coverage of Virginians with disabilities and issues increased in all state markets - not just in news and commentary, but also in sports, culture, and other areas of daily life. The annual VBPD award garnered extensive publicity statewide. Strong relationships with key reporters have resulted in proactive research & coverage.

VI. Reporting Year (FFY08) Expenditures

A. By Type of Recipient

Recipient	Sub Title B \$	Match \$	Total
1. State Councils on DD	\$1,123,227	\$179,217	\$1,302,444
2. Designated State Agency	\$50,000	\$0	\$50,000
3. Other(s) State Agency	\$111,480	\$45,263	\$156,743
4. State P & A Agencies	\$0	\$0	\$0
5. University Centers for Excellence	\$58,077	\$17,661	\$75,738
6. Non-Profit Organizations	\$127,296	\$76,003	\$203,299
7. Other	\$94,824	\$49,540	\$144,364
8. Total	\$1,564,904	\$367,684	\$1,932,588

B. Cost Categories- Areas of Emphasis

Category	Sub Title B \$	Other(s) \$	Total
1. Employment	\$187,065	\$56,263	\$243,328
2. Education and Early Intervention	\$95,017	\$19,825	\$114,842
3. Housing	\$96,704	\$17,500	\$114,204
4. Health	\$72,588	\$11,001	\$83,589
5. Child Care	\$0	\$0	\$0
6. Recreation	\$72,589	\$11,001	\$83,590
7. Transportation	\$88,750	\$17,500	\$106,250
8. Quality Assurance	\$350,316	\$32,337	\$382,653
9. Formal/Informal Community Support	\$139,944	\$35,540	\$175,484
10. General management (Personnel, Budget/Finance/Reporting)	\$411,931	\$166,717	\$578,648
11. Functions of DSA	\$50,000	\$0	\$50,000
12. Total	\$1,564,904	\$367,684	\$1,932,588

VII. Dissemination of the Program Performance Report

The Virginia Board for People with Disability's Program Performance Report for Federal Fiscal Year 2008 is posted at the Board's website, www.vaboard.org, in fully accessible format, with prominent homepage listing of availability. The Board's website, which had more than 20,000 unique users in FFY 08, is linked to all major educational and advocacy groups throughout the state. In addition, this printed "reader friendly" version of the report is prepared and distributed to a wide range of primary stakeholders on the agency's mailing list.

When posted, an immediate e-announcement is sent to all constituent contacts (more than 2,700), including state and local elected & appointed policymakers and news media. Notice of availability also is made in the Board's quarterly newsletter, *Voices & Visions*, which goes to more than 6,500 recipients. Subsequent coverage results from key constituent listserves, newsletters, and web-postings (more than 20,000 last year). Data and narratives also are incorporated into the general public awareness campaign activities, online postings (including references on social media pages on Facebook, Twitter, etc.), and publications with additional related content on issues, resources, VBPD activities & participants' stories.

Data collection and reporting for required state strategic plan performance measures also are coordinated with PPR outcome measures. Measures, collection methodologies and outcomes are posted quarterly to the state's widely publicized & utilized, user-friendly, accessible *Virginia Performs* website. All documents are available upon request in Braille, large-print and other accessible formats as needed. On-going relationships with community resources, including Virginia Voice radio reader service, are maintained to produce audio versions when needed.

VIII. Network Collaboration: Selected Issues

This is a brief summary of the Board's collaboration with its Developmental Disabilities (DD) Network partners under the federal DD Act. The protection and advocacy (P&A) component of the network is the Virginia Office of Protection and Advocacy (VOPA); and the state's University Center for Excellence in Developmental Disabilities (UCEDD) is the Partnership for Virginians with Disabilities at Virginia Commonwealth University (VCU/Partnership). Under the DD Act, the Board (which is the state's DD Council) and these two partner agencies are directed to work together and, with additional community partners, to promote improvements to Virginia's system of disability services/supports and subsequently to improve the lives of people with developmental disabilities.

The members of Virginia's DD Network have provided articles for each other's newsletters, partnered in production of a nationally-distributed video, and collaborated to address concerns regarding the lack of expansion for community housing options. DD Network partners have also collaborated on steering committees of several grant projects.

The DD Act requires that members of Virginia's DD Network collaborate on a variety of specific issues. For FFY 2008, the DD Network prioritized seven issues/barriers as critical areas for improvement (not listed in particular order):

1. Legislative or Regulatory proposals that reduce protections to persons with DD
2. Capital bonds issued to renovate/rebuild state Training Center (CVTC)
3. Lack of services and agency "home" for persons with DD, including autism
4. Improved self-advocacy
5. Long Medicaid Waiver Wait Lists & Inadequate Waiver Funding
6. Lack of adequate behavioral supports in the community
7. Reduced system oversight/monitoring due to budget cuts (e.g., Office of the Inspector General for MHMRSAS and the DMHMRSAS Office of Licensure)

Examples of collaborative activity between the DD network agencies are described below.

- **Legislative or Regulatory proposals** - The Council and VOPA testified before a General Assembly Committee and worked together to gain grassroots support to defeat proposed changes to the Virginians with Disabilities Act. Council communicated with all committee members, informing them of the likely impact of this potential change on the rights of people with disabilities. Council and VOPA legal staff, in coordination with a broader coalition, also developed extensive public comment on critical sections of the state Special Education regulations to ensure maintenance of student and family protections. Council successfully worked with its Network and stakeholders to generate public support. Council partnered and consulted with VOPA regarding legal precepts of substitute decision-making to improve state Human Rights regulations. Council regularly consulted and partnered with both the P&A & the UCEDD to address issues such as waiver waiting lists, targeted case management, and the proposed expansion of state use (sheltered employment) programs.

- **Rebuilding/renovation of State Training Centers** - Council, The Arc of Virginia, and the DD Network partnered to address this issue and to lead the coalition (Virginia Alliance for Community) in Spring 2008. During FFY08, the coalition focused on developing fact sheets/talking points, creating a draft position paper, holding ongoing meetings with Administration members, and building political support among legislators. Council worked hand-in-hand with coalition partners to: identify policy support in state documents; identify comparative state trends in community vs. institution spending and utilization (from state & national sources); and develop a “marketing” plan and messaging strategies.
- **Lack of DD Services and state agency “home”** - A key issue brought forth in the Council’s 2006 & 2008 *Biennial Assessment of the Disability Services System in Virginia* was the lack of community services and agency “home:” for developmental disabilities, including autism. Since 2006, the Board has addressed this issue in newsletter articles, position papers, and public comments. Council and the UCEDD played an active role in a Joint Commission on Health Care Behavioral Subcommittee on Autism workgroup (comprised of various stakeholders statewide) to explore options for an agency “home” for autism services. Council & UCEDD were instrumental in successfully encouraging that the focus of the legislative study be expanded to developmental disabilities (not just autism). Both Council, including several Board members, and UCEDD staff & advocates had a significant role in a special advisory group to the Secretary of HHR held in summer 2008 to make recommendations on creation of an autism office & evolution of a DD agency based in DMHMRSAS. Public comment again was made in support of this initiative.

Conclusion:

FFY 2008 was a productive year. The Board, as the state’s DD Council, has broadened and intensified its advocacy efforts through significantly expanded, higher quality marketing and outreach efforts, position papers, legislative and regulatory public comment, and partnerships with agencies, disability organizations, self-advocates with disabilities, and other key stakeholders. The Board’s grant projects met or exceeded their goals. The Board will continue to be a VOICE advocating for substantive policy and funding improvements throughout the Commonwealth that enable Virginians with disabilities to thrive in their communities.