

<b>Consideration of Minutes</b>	<b>Tab 17</b>
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**Background:**

The Council will review the minutes from the October 26, 2012, Council meeting and October 25, 2012, Committee of the Whole meeting.

<b><u>Council</u></b>	<b><u>Expected Action:</u></b>
<b><u>Agenda Item 3. A.</u></b>	The Council will review, revise as appropriate, and approve the minutes from the October meetings.

**COUNCIL MEETING  
DRAFT MINUTES  
OCTOBER 26, 2012**

**COUNCIL MEMBERS PRESENT**

Mary Durham, Chair  
Hunter Adkins  
Kimberly Blackmon  
Kelly Chirhart, UT CDS  
Kristen Cox  
Andrew Crim  
Mateo Delgado

Mary Faithfull, DRT  
Frank Genco, HHSC  
Stephen Gersuk  
Kathy Griffis-Bailey, DSHS  
Jeff Kaufmann, DADS  
Sara Kendall, DARS  
Diana Kern

John Morris  
Joe Rivas  
Cindy Swain, TEA  
David Taylor  
Lora Taylor  
Richard Tisch

**COUNCIL MEMBERS ABSENT**

Kristine Clark  
Gladys Cortez  
Cindy Johnston

Scott McAvoy  
Dana Perry  
Amy Sharp, A&M CDD

Susan Vardell

**STAFF MEMBERS PRESENT**

Roger Webb,  
Executive Director  
Annette Berksan  
Martha Cantu  
Belinda Carlton

Joanna Cordry  
Cynthia Ellison  
Sonya Hosey  
Wendy Jones  
Melissa Loe

Susan Mihalik  
Jessica Ramos  
Melissa Rosser  
Koren Vogel

**GUESTS PRESENT**

Matt Curran  
Cassie Fisher, DARS  
Maria Granados

Linda Harmon  
Sara McCrorey  
Havi Nguyen

Jaye Stepp

**CALL TO ORDER**

The Texas Council for Developmental Disabilities convened on Friday, October 26, 2012, in the Phoenix North Ballroom of the DoubleTree Hotel, 6505 IH-35 North, Austin, TX 78752. Council Chair Mary Durham called the meeting to order at 8:38 AM.

**1. INTRODUCTIONS**

Council members, staff and guests were introduced.

**2. PUBLIC COMMENTS**

No public comments were offered to the Council.

**3. CONSENT ITEMS**

Chair Durham reported that excused absences were requested for this meeting by Kristine Clark, Gladys Cortez, Cindy Johnston, Scott McAvoy, Dana Perry, Amy Sharp (TX A&M CDD), and Susan Vardell. Durham also asked for approval of Scott McAvoy and David Taylor as members of the Project Development Committee. She asked for a motion to approve these consent items and minutes of the July Council and Committee of the Whole meetings.

**MOTION:** To approve the excused absences and committee assignments as noted and minutes of the July 27, 2012, Council meeting and July 26, 2012, Committee of the Whole meeting.

**MADE BY:** Kristen Cox

**SECOND:** Mateo Delgado

The motion **passed** without opposition. Jeff Kaufmann abstained from voting.

#### 4. CHAIR'S REPORT

Chair Durham welcomed new members Stephen Gersuk, who replaces Brenda Coleman-Beattie, and Kelly Chirhart, who is the designated alternate for the UT Center for Disability Studies. She reminded members that the February 2013 meetings will include time for legislative visits. She also reminded members that it is critically important to review all Council and Committee meeting materials prior to each meeting.

#### 5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Webb reported that Susan Mihalik began employment with TCDD on October 1, 2012, as Grants Management Specialist. Cassie Fisher accepted a position with the Texas Department of Assistive and Rehabilitative Services in August. Public Policy Director Jessica Ramos expects to post for applications for the Public Policy Specialist shortly.

Webb discussed federal appropriations for FY 2013 and noted that Congress passed a continuing resolution continuing current funding levels through March 2013. If Congress does not modify the requirements of the Balanced Budget Act, sequestration will reduce funding for most domestic programs by 6-8% resulting in a loss to TCDD of approximately \$400,000. Webb discussed options to accommodate that reduction by reducing some staff operating expenses and delaying some new grant projects.

Webb asked members to complete the feedback forms provided in handout folders to update their contact information and provide information on use of WiFi internet access during meetings. He also reminded members of materials available from Public Information Specialist Lucy Walker.

Webb discussed options for the Fall 2013 meeting noting that the Formula One car race will be scheduled on a similar date to 2012. This drives the hotel rates up for several weeks in November. Staff provided cost estimates for meeting in cities other than Austin as well as dates occurring in late October. Many members indicated that the October dates were convenient for them.

#### 6. SELECTION OF NOMINATING COMMITTEE

Durham discussed procedures for the TCDD Nominating Committee noting that the Committee will provide recommendations to the Council at the February meeting for Council Vice-Chair and the Consumer member-at-large to the Executive Committee. John Morris is completing his second year as Council Vice-Chair and is not eligible for another term. Hunter Adkins is in her second year as the Consumer member-at-large to the Executive Committee and since there are no term limits for that position, she is eligible for a third term.

The Project Development Committee selected David Taylor as its representative to the Nominating Committee and the Public Policy Committee selected Rick Tisch. John Morris was asked to serve as the third member from the Council and agreed to do so. Durham reminded members that serving on the Nominating Committee excludes members from being nominated from either position. Council members approved these members of the Nominating Committee by consensus.

**7. ANNUAL REVIEW OF TCDD INTERNAL AUDIT CHARTER**

Council Vice-Chair and Audit Committee Chair John Morris provided a report of the October Audit Committee meeting and explained the responsibilities of the Audit Committee. Executive Director Webb described the purpose of internal auditing activities. Morris introduced Jaye Stepp, TCDD Internal Auditor of Rupert and Associates, who discussed the Audit Charter. No revisions were made during this year's review.

**8. FY 2012 INTERNAL AUDIT REPORTS**

Stepp reviewed the FY 2012 Annual Internal Audit Report, the FY 2012 Audit Report on Monitoring of Funding Obligations and Liquidations, and the External Quality Assurance (peer review) Report. Agencies are required to submit these reports to the State Auditor's Office (SAO) and other offices by November 1<sup>st</sup> of each year. The Audit Committee accepted the reports as presented and did not find reason for any revisions. Stepp noted that the External Quality Assurance Report was conducted by David MacCabe who found that all audit activities "fully conform" to standards identified by the Institute of Internal Auditors, the United States Government Accountability Office and the Texas Internal Auditing Act. The Advisory Project Report on Monitoring of Funding Obligations and Liquidations found TCDD to be in compliance with all policies and procedures for funds monitoring and that all prior audit recommendations have been addressed. The Annual Internal Audit Report summarizes the two reports for the SAO and includes information about the Audit Plans for FY 2012 and FY 2013.

**MOTION:** To approve the FY 2012 Audit Reports for submission to the State Auditor's Office.

**MADE BY:** John Morris for the Audit Committee  
(Motions from a Committee do not need a second.)

The motion **passed** unanimously.

**9. FY 2013 INTERNAL AUDIT PLAN**

Stepp reviewed the Internal Audit Plan for FY 2013. The plan includes the standard risk assessment of TCDD activities and proposes to focus on grantee communications and on a governance project to evaluate Board member compliance with required filings and disclosures.

**MOTION:** To approve the FY 2013 Audit Plan for submission to the State Auditor's Office.

**MADE BY:** John Morris for the Audit Committee

The motion **passed** unanimously

## 10. FUTURE ACTIVITIES FOR STATE PLAN IMPLEMENTATION

Public Policy Committee Vice-Chair Kristen Cox discussed the executive summary for an Accessible Parking Awareness Project. She noted that the Committee discussed options for the project and agreed to solicit proposals for an education and outreach campaign. The Committee amended the Executive Summary to institute Phase 1 of the project to solicit proposals to develop activities for a public awareness campaign. The Committee recommends deferring approval of any Phase 2 activities to implement the selected activities until after reviewing proposed activities developed in Phase 1.

**MOTION:** To approve funding for Phase 1 of a project on Accessible Parking Education and Awareness activities for up to \$40,000 for 6 months to develop recommended activities for the media campaign.

**MADE BY:** Kristen Cox for the Public Policy Committee

The motion **passed** unanimously.

In the absence of both the Project Development Committee Chair and Vice-Chair, Andy Crim presented the Committee's discussion on future activities for state plan implementation as well as other business. The Committee agreed to recommend approval of funding for Culturally Competent Family Support projects that build on the work of previous Outreach and Development projects.

**MOTION:** To approve funding for up to five "Culturally Competent Family Support" projects for up to \$75,000 per project for up to 4 years.

**MADE BY:** Andy Crim for the Project Development Committee

The motion **passed** without opposition. David Taylor abstained from voting. (Attachment 1)

The Project Development Committee next discussed the current "Advocacy U" website project with Syracuse University. The Committee does not wish to lose the work from this project but the current website was developed on a proprietary platform and cannot be moved to other platforms. Additionally, work needs to be done to increase traffic to the site and to update content. The Committee asked staff to explore developing a project to promote the website and update content and recommends extending the contract with the current web host DataMomentum for another year.

**MOTION:** To approve up to \$15,000 for one year to renew the contract with DataMomentum to continue to host and provide technical support for the current "Advocacy U" website.

**MADE BY:** Andy Crim for the Project Development Committee

The motion passed unanimously.

Council Chair Durham reviewed that the Executive Committee recommends Council approval to extend the contract with A Circle of Ten, Inc., for an additional two years. A Circle of Ten currently is providing sustainability training for TCDD Leadership Development and Advocacy Skills Training

grantees. Chair Durham discussed the success of the contract during the first year and noted the Executive Committee approved funding for the second year contingent on Council approval of an extension of the project. The Committee also recommends approving the option for a third year of funding. Grants Management Director Sonya Hosey provided more details about this project.

**MOTION:** To approve funding to A Circle of Ten, Inc., for years two and three for up to \$25,000 per year for continuation of sustainability training for TCDD grantees.

**MADE BY:** Mary Durham for the Executive Committee

The motion passed unanimously.

The Executive Committee reviewed recommendations of the independent review panel regarding the one proposal received for an Accessible Transportation, Accessible Communities project and decided to ask the Project Development Committee for a recommendation. The review panel did not recommend funding of the application as submitted. Crim reported that the Project Development Committee agreed there were good aspects of the proposal but it may not be prudent to accept it for funding as submitted. The Committee recommends offering funding to the applicant for a planning phase to further develop the proposed activities and to establish or solidify necessary collaborations. If successful, the Committee recommends consideration of funding for additional years as contemplated by the RFP.

**MOTION:** To approve grant funding of up to \$75,000 to Texas Legal Services for up to 18 months to further develop the Accessible Transportation, Accessible Communities project.

**MADE BY:** Andy Crim for the Project Development Committee

The motion passed unanimously.

Crim reviewed the Future Funding Priorities chart which added the projects now approved including Accessible Parking Awareness; Expansion of Outreach & Development; "Advocacy U"; and Accessible Transportation, Accessible Communities.

Crim reviewed other Project Development Committee discussions, including the Committee's request for staff to develop an Executive Summary for a project that combines concepts related to asset-based community development, community leadership development, and advanced leadership and community advocacy skills training for self advocates. He also noted that the Committee discussed expansion of Positive Behavior Interventions and Supports and agreed to wait until after the next session of the Texas Legislature for possible projects with Texas public schools as related legislation might be passed. The Committee discussed progress on current State Plan activities, and reviewed three unsolicited proposals for funding. No action was taken on those proposals.

#### **11. 2012 BIENNIAL DISABILITY REPORT RECOMMENDATIONS**

Council members discussed TCDD 2012 Biennial Disability Report recommendations during the Committee of the Whole meeting on Thursday, October 25, 2012. No further discussion was presented.

**MOTION:** To approve the 2012 Biennial Disability Report Recommendations as presented in the Committee of the Whole meeting.

**MADE BY:** Mary Durham for the Committee of the Whole

The motion passed unanimously. (Attachment 2)

## 12. TCDD PUBLIC POLICY PRIORITIES

Public Policy Committee Vice-Chair Cox discussed the Public Policy Priorities as presented in meeting materials. (Attachment 3) The Committee agreed to recommend approval of the Priorities as presented. The Committee also agreed to recommend adding two “no-cost” priorities: support for an “Employment First” policy and support for a non-discrimination policy for organ donations.

Sara Kendall, DARS representative discussed the concept of an Employment First policy which is a state policy indicating employment is the preferred outcome for persons with significant disabilities who wish to work. Council members discussed this suggestion with general agreement. A concern was offered that transition services could be negatively affected if self-determination principles were not honored and a student was forced into employment options. Ms. Kendall assured members that this was not the intent and that proposed language would be mindful of that concern. It was also noted that an inclusive workforce is beneficial for everyone. Two self-advocate Council members discussed their experiences with higher education that led to their employment.

**MOTION:** To adopt the 2013 Public Policy Priorities as presented.

**MADE BY:** Kristen Cox for the Public Policy Committee

The motion **passed** unanimously.

## 13. TCDD POSITION STATEMENTS

Public Policy Committee Vice-Chair Cox presented two TCDD Position Statements for approval: Aging with Developmental Disabilities and Community Living. She noted that the Committee also had discussion about the Criminal Competency Position Statement but would like to review this further at the next meeting to allow for more background review and input on this issue.

**MOTION:** To approve revisions of the Aging with Developmental Disabilities and Community Living Position Statements as presented.

**MADE BY:** Kristen Cox for the Public Policy Committee

The motion **passed** unanimously. (Attachments 4 & 5)

## 14. EXECUTIVE COMMITTEE REPORT

Chair Durham reviewed two stipends that were approved during the preceding quarter and reported on new and continuation grant awards that were approved during the Executive Committee meeting:

- New grant funding to five organizations for up to \$75,000 for 18 months for Phase 1 of Building Community Capacity through Collaboration projects to:

- A Circle of Ten, Inc.
- East Texas Center for Independent Living.
- Sabine Valley Regional MHMR (dba Community Healthcore).
- Texas Tech University Burkhart Center for Autism Education and Research.
- Volar Center for Independent Living.
- New grant funding of up to \$10,000 for one year to Advocacy for Living in Mainstream America (ALMA) for an Outreach and Development project.
- Department of Assistive and Rehabilitative Services for up to \$225,000 for year two of five for Project HIRE higher education project.
- Texas A&M University for up to \$225,000 for the second of a five year Higher Education project.
- OneStar Foundation for up to \$64,833 for the second of a three year Inclusive Faith-Based Communities Symposium.
- West Central Texas Regional Foundation for up to \$74,322 for the second of a three year Inclusive Faith-Based Communities Symposium.
- TX State Independent Living Council for up to \$75,000 for the second of a three year new Leadership Development and Advocacy Skills Training project.
- Imagine Enterprises for up to \$20,000 for the second and last year of an expansion of existing Leadership Development and Advocacy Skills Training project.
- SER – Jobs for Progress of the Texas Gulf Coast for up to \$20,000 for the second and last year of an expansion of existing Leadership Development and Advocacy Skills Training project.

Executive Director Webb reviewed the quarterly financial reports and noted that the Operating Expense report for FY 12 is actually for 11 months. Staff anticipated approximately \$200,000 to carry forward to next year.

The Executive Committee reviewed the Conflict of Interest disclosure reports and had no concerns. Durham reminded members to review their information and provide updates as necessary.

#### **15. PUBLIC POLICY COMMITTEE REPORT**

Public Policy Committee Chair Joe Rivas reviewed other Committee discussions and reviewed the Public Information report.

#### **13. ANNOUNCEMENTS AND UPDATES**

Council members discussed the February 6-8, 2013 meeting. Public Policy Director Jessica Ramos will coordinate with members to schedule legislative visits.

#### **ADJOURN**

Chair Durham adjourned the Council meeting at 10:18 AM.

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Roger A. Webb  
Secretary to the Council

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Date

# **Attachment 1**

# **Funding Proposal Executive Summary**

## **Culturally Competent Family Supports Executive Summary**

### **Background**

In the last two years, the Texas Council for Developmental Disabilities (TCDD) has successfully established relationships with a number of groups that are focused on providing and promoting culturally-competent family supports for families of people with developmental disabilities.

As of October 1, 2012, the Council has approved funding for:

- Reproduction of the successful Central Texas African American Family Support Conference. Funding for this project was approved by the Council in February 2012 with up to \$35,000 available for years one and two, and \$15,000 for year three. A grant to Helpful Foundations was approved in May pending negotiations. Helpful Interventions plans to hold the Gulf Coast of Texas African American Family Support Conference in 2013.
- Grant awards for up to ten “Outreach and Development” grants of up to \$10,000 each, for up to one year. Thus far, grants have been awarded to:
  - The Apalachicola Band of Creek Indians
  - The Barbara Jordan Endeavors Foundation
  - Centro de Mi Salud
  - Friends and Families of Asians with Special Needs (FFASN)
  - Light and Salt
  - Parents as Partners in Special Education
  - The Sower Foundation

The grants enable these groups to expand on their ability to improve the lives of individuals with disabilities who strongly identify with an ethnic minority culture. The work conducted by grantees also provided TCDD with more in-depth knowledge of barriers that may prevent many Texans with developmental disabilities from receiving the full benefit of existing services and supports.

The Outreach and Development grantees that have completed their projects (The Apalachicola Band of Creek Indians; the Barbara Jordan Endeavors Foundation; FFASN; Light and Salt; and Parents as Partners in Special Education) were expected to provide recommendations based on their experiences. The recommendations and final reports pointed to some commonalities:

- Diversity exists within ethnic communities and impacts how change may be achieved. The following are quotes taken from final reports or presentations:

- “Understand that not all people have access to the internet”
- “Respect the diverse educational levels of this population (Hispanic families), and that sometimes, information must be presented and explained orally (not written).”
- (We learned that) “Rural areas are less open to change... Success means leveraging existing systems and convincing funding sources that rural change may cost more.”
- Despite diversity within ethnic communities, many people who identify strongly with an ethnic minority culture may be more comfortable in environments with others who they see as similar to them. Individual grantees recommended:
  - “Be mindful that assimilation is not a minority culture goal.”
  - “Develop culturally-based work and social environments for Asians with special needs.” (Survey findings indicated that about 2/3 of the Asian families surveyed stated they preferred taking their children to social activities with others from the same cultural background)
- There is a pressing need for information to be provided in people’s native language or in ways consistent with specific culturally-influence learning styles or that are culturally sensitive.
- In some cultures, the family – rather than the individual – is the basic social structure. This impacts how services may be received, and means that the concept of self-advocacy is not strongly emphasized. Grantees recommended:
  - “Understand the cultural issues that impact the family.”
  - “Identify supports needed for Asian families to keep their family members with special needs at home for as long as they wish.” In addition, FFASN reported that over half of the people they surveyed chose foster care with a relative as the preferred living arrangement for their child with a disability if the family could not support that child at home.

The main focus of the Council’s work thus far has been to improve understanding of the different values, cultures, and customs that exist in Texas and how these may influence what is a best practice in service delivery and how supports may best be provided. This work is best viewed as a beginning step towards TCDD’s mission to create change so that all people with disabilities are fully included in their communities.

To guide the Council on this path, an Outreach and Development Workgroup was formed. The workgroup - consisting of Council members Gladys Cortez, Andy Crim, John Morris, and Cindy Swain - built on information provided by grantees and other sources and drafted “Recommendations for Next Steps,” which was reviewed by the Project Development Committee in February, 2012.

The workgroup's first recommendation was to "Increase the participation of individuals from diverse backgrounds in Council activities and take steps to get input from diverse groups of people into the Council's planning processes, grant projects, policy discussions, and other activities." The group recommended soliciting the input and involvement of Outreach and Development grantees in Council efforts in the future.

The Outreach and Development grants have demonstrated the benefits of partnerships with groups that are a part of, and provide services and supports to, ethnic minority communities:

- They have been able to successfully provide culturally-competent supports to individuals with developmental disabilities and their families;
- Most have provided valuable insight into the strengths, needs and preferences of the communities they serve;
- All have been willing to provide input and recommendations to TCDD as requested and to provide presentations at Council meetings; and
- TCDD has gained a fuller understanding of some of the barriers that exist for small groups that directly serve specific communities but receive no consistent funding support.

However, one "lesson learned" since the workgroups made their recommendation is that the majority of the Outreach and Development grantees relied a great deal on volunteers to implement activities. They do not have the capacity to become actively involved in many non-core activities. For those who do have paid staff, the staff time is fully occupied by providing direct services and assistance to families who are dependent on them for supports that aren't available elsewhere. Additionally, paying for items that others might consider necessary "infra-structure" – such as a fax machine - may be a financial burden.

These challenges limit the extent to which smaller, grassroots organizations can participate in policy or systems-change work. Several grantees also pointed out in their final report that the impressive outcomes achieved by committed volunteers provided with these small, time-limited grants would not be sustainable over time without funding to develop and maintain some infrastructure. As Light and Salt noted in their final report, "... although volunteers, including parents, have made significant contributions to the growth and success of SNCC, many of them have full time jobs in addition to raising a child with DD, which could be another full time job to them. Thus, a full time paid staff is needed to coordinate and manage the daily operations of the programs and services and to develop strategies to leverage additional resources from the community and other collaborating partners."

## State Plan Goal

**Goal 5:** Demonstrate how to prevent unnecessary admissions to State Supported Living Centers (SSLC) by supporting community organizations in at least 1 HHS Region to increase their capacity to provide community-based services that support people with developmental disabilities to improve and maintain their health and to have access as needed to necessary healthcare, behavior supports, and/or respite, by 9/30/2016.

## Expected Outcome

At least five organizations will have the opportunity to significantly improve the availability of culturally-competent supports for families of people with developmental disabilities who strongly identify with a specific ethnic community. Additionally, an increased number of these families and individuals will become active advocates or self-advocates.

## Project Description

TCDD will collaborate with other organizations to support specific capacity-building and information-sharing activities lead by an organization that has received funding through TCDD's Outreach and Development grants or that can demonstrate active involvement in the planning and implementation of the 2011 Gulf Coast of Texas African American Family Support Conference. Project activities are focused on building cultural competence and understanding within the organization's broader community.

Funds may be used:

- to support at least one part-time or full-time staff to coordinate culturally appropriate activities and to build the infrastructure of the lead organization so that the organization may continue to exist after the grant period;
- to support culturally appropriate training conducted by a self-advocate or self-advocates to increase understanding of self-advocacy or to develop self-advocacy skills; and
- to translate materials into other languages or accessible formats.

Each project funded must:

- host local or regional culturally-competent conferences, mini-conferences, or regular public meetings to provide information and support to at least 100 families and individuals per year;
- support families and providers to help each other understand how cultural issues may impact service provision;
- support families and individuals to take active roles in guiding service delivery;

- support at least 3 families or individuals to assume leadership roles – or increase the impact of their leadership role - in advocating for high-quality, culturally competent public service systems;
- share information with individuals who have developmental disabilities and their families about opportunities to learn about and engage in self-advocacy;
- assist TCDD to hold an open forum to solicit public input at least once during the life of the grant;
- assist TCDD to develop and disseminate culturally-sensitive information to promote opportunities for individuals to serve on state-level boards and committees, including the Council for Developmental Disabilities.

### **Proposed Funding Amount**

Up to \$75,000 per year, per project, for up to 5 projects. Grantees will be expected to provide match as per TCDD guidelines.

### **Proposed Duration**

Up to 4 years

### **Other Considerations**

1. The Outreach and Development grants are currently funded as activities related to:

Goal 7, Objective 2: Each year of the State Plan, coordinate the Council’s planning, project development, evaluation, and reporting processes, with special attention to strategies to address issues related to the diversity of ethnicity, age, income, and geographic areas of Texas.

The types of activities funded through Outreach and Development grants were intended to inform the Council’s activities in general. However, given the insight gained through the projects funded and the increasing importance of developing the capacity for communities to provide culturally-competent supports, staff recommend Council consideration of a State Plan amendment to reflect these activities more specifically.

2. TCDD expects to fund three additional Outreach and Development grants for a total of ten grants over 2-3 years. TCDD staff recommend Council consideration of funds for up to five projects per year for the remainder of the TCDD five year plan (years 3-5).

# **Attachment 2**

## System Recommendations

1. Rebalance the system that serves persons with intellectual and developmental disabilities by expanding cost-effective policies honoring the choices of individuals to live in the most integrated setting to meet their needs, identifying and providing supports and services to meet the needs of persons when and where they need them, and transferring the savings so that more persons with disabilities have the opportunity to be included in their communities.
2. Develop and implement strategies that address the needs of families in crisis to prevent the unnecessary placement of children in any institutional setting.
3. Address the direct support workforce shortage by collecting and analyzing trends regarding workforce demographics and wages, developing and promoting a peer support workforce, expanding consumer direction, and restructuring payment methodologies to ensure that the legislature has the ability set direct service wages at levels commensurate with the value and scope of the service.

## Special Focus Section – Education and Employment Recommendations

1. Develop, with broad agency and stakeholder input, a methodology to track services and employment outcomes for persons with intellectual and developmental disabilities across agencies and programs.
2. Ensure that the planning process for individualized education services and supports for students with disabilities is person and family centered and directed; information about real work options is discussed early and often during the transition from school to adult services; and that options considered by students, families and school personnel include supported work-study, internships, community activities, mentoring programs, local and state post-graduation resources and independent living options.
3. Identify systemic barriers that prevent some persons with disabilities from achieving competitive employment in integrated settings including agency policies and procedures, practices, and financing structures, and develop implementable strategies to remove those barriers and improve outcomes.
4. Expand the number of employers interested in hiring persons with intellectual and developmental disabilities by continuing to disseminate information and training materials about common, reasonable accommodations, tax incentives, best practices and benefits of employing persons with intellectual and developmental disabilities.

# **Attachment 3**



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## TCDD 2013 Public Policy Priorities

Draft

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The mission of the Texas Council for Developmental Disabilities is to create change so that all people with disabilities are fully included in their communities and exercise control over their own lives. The appropriations process provides the greatest opportunity for positive change in the lives of people with disabilities.

Texas weathered the national recession better than most states but nonetheless was forced to make difficult decisions to drastically reduce spending with the worthy goals of protecting tax payers and staying within available resources. Those decisions resulted in significantly underfunding various programs in the State's budget for fiscal years 2012-2013. Although the state's financial picture is now much improved, the Legislature will be faced once again with reducing or underfunding existing services and programs to balance budgets, finding alternative ways of providing services more efficiently, or considering additional sources of revenue to meet the state's growing population and needs. Fulfilling the state's prior obligations should be among the 83<sup>rd</sup> Texas Legislature's first priorities.

TCDD encourages the Legislature to exercise considerable caution when exploring alternative ways of providing services recognizing that some options also may have serious negative consequences to those most needing assistance. State funded services are a necessary and vital component of full participation for Texans with disabilities. Targeting services and supports for individuals with significant disabilities for further funding reductions should be a last resort.

### Appropriations

TCDD recommends that publicly-funded services and supports for people with disabilities be maintained and funded in a manner that ensures critical services and supports for children and families are not reduced or limited in order to balance the state's budget including education, employment, housing, long-term services and supports, behavioral and mental health services and transportation.

- **Long Term Services and Supports** - Improve the system of long-term services and supports to ensure the availability, timeliness and quality of community-based services and supports for individuals with developmental disabilities throughout the lifespan with an emphasis on providing services in integrated, community settings thereby reducing reliance on the need for institutional services.
- **Education** - Protect the right of students with disabilities to an appropriate, inclusive, publicly-funded education that provides preparation for life's transitions, supports opportunities for full participation and eliminates the use of inappropriate disciplinary alternatives throughout the educational spectrum - from early education programs to post-secondary schooling.
- **Employment** - Improve the system of employment services and income supports for individuals with developmental disabilities, including programs that help individuals develop assets and resources and help students with disabilities transition from school to work, by maximizing federal opportunities.

*Working for independence, productivity and community inclusion.*

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[www.txddc.state.tx.us](http://www.txddc.state.tx.us)

# **Attachment 4**



## **Aging with Developmental Disabilities Position Statement**

The number of older adults is rapidly increasing overall and becoming a larger percentage of the general population. Included in this aging population are people with disabilities. Estimates indicate that over 640,000 Americans age 60 and older had developmental disabilities in 2000. That number has been projected to double to over 1.2 million by 2030 as the baby boom generation ages.

While the aging process brings significant changes to all individuals and their families, these changes are often intensified by the presence of a developmental disability. Many people with developmental disabilities continue to rely on their families for natural supports throughout their adult life. This support is often provided by aging parents, spouses, and other family members, and the quality of the care often becomes compromised by the caregivers' own aging process. Individuals with disabilities and their families each face challenges and transitions caused by the aging process.

The Texas Council for Developmental Disabilities supports the position that older adults with disabilities should have:

- the same opportunities as other older citizens to live, work, enjoy leisure time and retire in the community of their choice with the services and supports they need;
- the same rights and dignity as other older people; and
- assistance in establishing a comprehensive retirement plan to encompass any or all of the following concerns:
  - access to health care
  - advanced directives relating to health care
  - counseling services
  - financial issues
  - guardianship/alternatives to guardianship
  - housing
  - legal issues
  - leisure time activities
  - long-term services and supports plan
  - retirement or employment options
  - self advocacy training
  - transportation

Therefore the Council believes that Texas has a responsibility to ensure that the state's service delivery systems develop the capacity to meet the projected needs of older Texans with disabilities. To meet these challenges, the Texas Council for Developmental Disabilities calls for:

- the current service delivery systems to increase their capacity to provide for a larger number of older Texans with disabilities who need assistance to maintain a high quality of life in the most integrated setting, including the ability to age well in their homes and communities; and
- coordinating and integrating to the maximum extent possible the delivery systems that traditionally provide services to the aging population and the delivery systems that traditionally provide services to people with developmental and other disabilities. In so doing, older individuals with developmental disabilities will be better served and more fully included in their communities.

# **Attachment 5**



## **Community Living Position Statement**

The Texas Council for Developmental Disabilities supports the position that individuals with disabilities should have access to opportunities and the supports needed to be included in community life, have interdependent relationships, live in homes and communities, and make contributions to their families, communities, the state, and the nation.

Individuals with disabilities must have access to the full range of accommodations necessary to ensure that living in their natural community is possible. These accommodations may take various forms such as personal attendant services, medication monitoring, respite, durable medical equipment, employment services, transportation, and/or minor home modifications. Accommodations may be sustained for either longer or shorter duration or may be of greater or lesser intensity depending on the need of the individual.

Services to children should be provided in their natural family setting. When children cannot remain with their natural families, they must be cared for using principles, policies and processes akin to those of permanency planning and have access to family-based alternatives that ensure enduring and nurturing relationships.

Adults with disabilities shall exercise choice and control about where, how, and with whom they live. They must be provided with assistance that may be needed to make these choices and to sustain choices regarding community living. All people with disabilities should have access to the services and supports they need to live in the community. The state of Texas must allocate the requisite resources to support community living for people with disabilities. In addition, the state must rapidly expand the availability of individualized community options, transition all individuals in state institutions to community living, commit to a transition plan to close state supported living centers and transfer any cost savings to quality community programs. Communities must also be cultivated to ensure local systems foster accessibility within and across all facets of community life, so that maintaining community placement is a feasible outcome for individuals with disabilities.

Reviewed October 25, 2012

**COMMITTEE OF THE WHOLE  
DRAFT MINUTES  
OCTOBER 25, 2012**

**COUNCIL MEMBERS PRESENT**

Mary Durham, Chair	Mary Faithfull, DRT	Amy Sharp, A&M CDD
Hunter Adkins	Stephen Gersuk	Cindy Swain, TEA
Kimberly Blackmon	Kathy Griffis-Bailey, DSHS	David Taylor
Kelly Chirhart, UT CDS	Jeff Kaufmann, DADS	Lora Taylor
Kristine Clark	Sara Kendall, DARS	Richard Tisch
Kristen Cox	Diana Kern	Susan Vardell
Andrew Crim	John Morris	
Mateo Delgado	Joe Rivas	

**COUNCIL MEMBERS ABSENT**

Gladys Cortez	Cindy Johnston	Dana Perry
Frank Genco, HHSC	Scott McAvoy	

**STAFF MEMBERS PRESENT**

Roger Webb, Executive Director	Sonya Hosey	Koren Vogel
Belinda Carlton	Melissa Loe	Lucy Walker
Joanna Cordry	Jessica Ramos	
	Melissa Rosser	

**GUESTS PRESENT**

Cassie Fisher, DARS	Linda Harmon	Jason Sabo
Maria Granados	Sara McCrorey	

**CALL TO ORDER**

The Committee of the Whole of the Texas Council for Developmental Disabilities convened on Thursday, October 25, 2012, in the Phoenix North Ballroom of the DoubleTree Hotel, 6505 IH-35 North, Austin, TX 78752. Council Chair Mary Durham called the meeting to order at 9:07 AM.

**1. INTRODUCTIONS**

Council members, staff and guests were introduced.

**2. PUBLIC COMMENTS**

No public comments were offered.

**3. CHAIR'S REPORT**

Chair Durham invited members to speak on recent activities.

- Vice-Chair John Morris discussed his participation on a panel presentation for TCDD grant Project HIRE at the Texas Rehab Action Network conference. Morris has also been elected as Treasurer of NACDD.
- Mateo Delgado discussed his recent featured article in the El Paso Times which highlighted his son Shooter and their two generations of family who have received services from Early Childhood Interventions.

- Susan Vardell discussed her enjoyment of her recent retirement including several motorcycle trips.
- Joe Rivas discussed an upcoming feature film entitled “The Sessions” which explores the relationship of a man with disabilities and his sexual surrogate.
- Kristen Cox discussed recent activities with the National Center for Missing and Exploited Children and Council members discussed issues of abuse and neglect of people with disabilities. Disability Rights Texas is exploring options for training for people with disabilities to better tell their stories of abuse and neglect.
- Diana Kern and Executive Director Roger Webb spoke on recent activities and efforts surrounding Trauma Informed Care.
- Webb also discussed the recent experience of a TCDD staff member surrounding a family member with developmental disabilities. He noted that the situation had a happy resolution for the safety of the family member but the staff member had difficulty during the event with law enforcement staff who were not aware of Endangered Missing Persons Alerts for persons with intellectual disabilities. She used that opportunity to create policy change within that department.

**4. GRANT PROJECT HIGHLIGHTS**

Grants Management Specialist Wendy Jones reviewed highlights of higher education grant projects of Texas A&M University, Texas Tech University and Texas Department of Assistive and Rehabilitative Services. She featured a story of an individual from Project HIRE who is enrolled in South Plains College in McAllen.

**5. PRESENTATION – TAILORING THE MESSAGE**

The Committee of the Whole received a second presentation from Jason Sabo on Public Policy Advocacy Strategies. In addition to providing basic information about the fiscal and cultural landscape of the Texas Legislature, Sabo discussed the Five Steps to Advocacy Success:

- Focus on one or two issues;
- Be accurate and have meaningful data at your fingertips;
- Be timely and keep it simple;
- Be honest and be credible; and
- Follow up.

Sabo urged the Council to choose goals that are realistic and viable and also urged members to vote.

**6. 2012 BIENNIAL DISABILITY REPORT RECOMMENDATIONS**

Public Policy Director Jessica Ramos presented the 2012 Biennial Disability Report recommendations. The first three recommendations are continued from 2010: 1) rebalancing the system of services to focus on cost-effective options of community inclusion; 2) strategies to reduce the institutional placement of children; and 3) efforts to respond to direct-care workplace shortage. The 2012 Report will also include four recommendations on the special focus section of Education and Employment.

**MOTION:** To approve the 2012 Biennial Disability Report recommendations as presented.

**MADE BY:** John Morris

**SECOND:** Mateo Delgado

The motion **passed** unanimously.

**7. STATE PLAN ACTIVITIES UPDATE**

Planning Coordinator Joanna Cordry provided an update on recent state plan activities. Council members did not provide further comment or discussion.

**ADJOURN**

Council Chair Durham adjourned the Committee of the Whole at 1:30 PM.

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Roger A. Webb  
Secretary to the Council

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Date