

Future Activities for State Plan Implementation

Tab 11

Background:

Behind this tab are two Executive Summaries for possible future grant projects. The Project Development Committee will discuss these Executive Summaries and may make a recommendation to the Council.

Leadership Development and Advocacy Training Projects

At the Project Development Committee meeting on May 8, 2014, the Committee discussed accomplishments of TCDD's leadership development and advocacy training projects, most of which are entering their final year. The Committee noted that there continues to be a need for effective, culturally relevant, leadership development and advocacy training to be available in local communities and requested that staff develop an Executive Summary for additional projects.

Targeted Online Training

At the Project Development Committee meeting on May 8, 2014, the Committee requested that staff develop an Executive Summary describing a manner in which TCDD could efficiently initiate and fund the development of targeted online training to provide information to self-advocates, families, local organizations, service providers and grantees to help them improve their ability to achieve outcomes that are also important to the Council. Staff recommend funding to work with an organization or individual with expertise in universal learning to prepare a template that can be used by subject matter experts to prepare specific products that provide training effectively. This approach would also allow TCDD to rapidly invest unspent funds to for activities that the Council has already discussed and approved.

Project Development Committee

Agenda Item 7.

Expected Action:

The Project Development Committee will discuss the executive summaries and may make recommendations to the Council.

Council

Agenda Item 8. A-B.

Expected Action:

The Council will consider recommendations from the Project Development Committee.

Funding Proposal Executive Summary Leadership Development and Advocacy Training Projects

Background

All but one of TCDD's current leadership development and advocacy training projects, each awarded \$75,000 per year for up to three years, have begun their last year:

- Texas A&M University Youth Leadership (training high school students in schools)
- Texas Advocates Project SAVE (training self-advocates in State Supported Living Centers)
- The Arc of Texas Project MOVE (training self-advocates and families)
- The Arc of Dallas Advocates for Choice and Change North Texas (training self-advocates, families, and other community members)
- The TX Statewide Independent Living Council (SILC) Conference (providing training for any attendees)

Previously funded projects that have already ended include:

- Brighton Center's Parent Alliance for Learning and Support Program (training families)
- Region 19 ESC & Imagine West TX Youth Leadership grants (training young self-advocates)
- Family to Family (training for self-advocates and families)
- Paso del Norte Children's Development Center (training for families)

Two projects that support self-advocates to improve and market their public speaking skills, one project to support a self-advocate group engaging in community organizing, and the Texas Parent to Parent advocacy network project will all continue to be active after the projects noted above have ended. In addition, TCDD has planned up to five new projects to build culturally competent family supports; these projects may provide leadership development and advocacy skills training and will be expected to identify self-advocates and family members who would like to be more actively involved in advocacy efforts or take more visible leadership roles. However, there will be no other projects that regularly provide the type of training TCDD has supported for over twenty years.

In May 2014, the Project Development Committee discussed accomplishments of these projects and noted that there continues to be a need for effective, culturally relevant, leadership development and advocacy training to be available in local communities. The Committee expressed the desire to fund additional projects that address the needs of the people living in local communities in a cost effective way.

State Plan Goal

Goal 6: Work with others to double the number of identified leadership development and advocacy training programs that are able to provide culturally appropriate training for people with developmental disabilities without ongoing grant funding from TCDD, by 9/30/2016.

Objective 4: Each year of the plan, support individuals who have developmental disabilities, their family members, and their allies to improve their skills related to self-advocacy, public advocacy, and leadership.

Expected Outcome

Up to four TCDD-funded Leadership Development and Advocacy Skills Training projects will each train at least 100 people each year, on average, and document that:

- at least 80% of trainees demonstrate perceived improvement in their ability to advocate for themselves and others; and
- at least 10% of trainees have continued involvement in leadership roles or public advocacy.

Project Description

Up to four projects will provide leadership development and advocacy skills training using approved curriculum. Project staff will select curriculum and determine how training will be provided. Training must focus on issues relevant in the lives of people with developmental disabilities and must include:

- History and philosophy of the disability rights movement;
- Principles of self-determination;
- Strategies to find and access necessary services and supports;
- Activities to develop self-advocacy skills; and
- Activities to promote interaction between participants and peer support.

Training participants may include individuals with disabilities, family members of people with disabilities, and other interested community members who do not fall into either of these categories. First priority shall be given to support the participation of individuals with developmental disabilities; spouses or partners of individuals with developmental disabilities; and family members of adults with developmental disabilities. Other community members who are interested in being active advocates around developmental disabilities issues may attend training if space permits.

Organizations implementing the training may charge a reasonable fee for training or for Continuing Education Units (CEUs) but must ensure that any person with a developmental disability and family member of a person with a developmental disability will be able to participate, regardless of personal ability or inability to pay. TCDD will have final approval of any fee structure and procedure.

All organizations must have procedures in place to obtain contact information (including e-mail addresses) from participants and to inform participants if their contact information will be forwarded to TCDD so that TCDD may provide information related to advocacy opportunities to those individuals who have been trained. Grantees will also be expected to forward names of individuals who are interested in advanced training or serving on a board or committee to TCDD.

Proposed Funding Amount

Up to \$75,000 per project, per year. Additional funding may be made available to provide reasonable accommodations to support Project Directors or Project Coordinators who have a developmental

disability if needed accommodations exceed the amount the organization can afford. Additional funding must be based on level of need and must be reasonable and necessary as determined by TCDD.

Proposed Duration

Up to five years

Other Considerations

The Council may wish to allow individuals to “opt” out of having their contact information automatically forwarded to TCDD or may wish to make furnishing contact information to TCDD a requirement of participation.

Funding Proposal Executive Summary Targeted Online Training

Background

Over the last several years, TCDD staff have identified specific types of training that might help stakeholders to enhance their advocacy efforts as well as their results or provide grantees with expertise that could improve their outcomes. In addition, staff have noted that some trainings currently conducted on a regular basis by staff, such as new grantee trainings, could be developed as webinars and made available for others to view at will.

For staff to develop these types of trainings individually on an intermittent basis appears to be inefficient, takes time and focus away from their primary duties, and is likely to result in inconsistent quality as subject matter experts are not necessarily also good trainers. Obtaining Council approval for funding to develop each single specific webinar also seems to be an inefficient approach.

As an alternative, staff recommend the Council approve limited funding for a limited period of time to allow staff to initiate development and deployment of online trainings as funding allows. To maintain consistent quality, staff would first work with an organization or individual with expertise in universal learning to prepare a template that will then be used by subject matter experts to prepare specific products that provide training effectively. This approach would also allow TCDD to rapidly invest unspent funds to implement an activity that has already been discussed and approved by the Council.

State Plan Goal

Goal 3: Conduct ongoing educational campaigns in collaboration with community leaders, organizations, and businesses to enable them to better support, include, and/or provide services to people with developmental disabilities by 9/30/2016.

Objective 4: Work with others to provide information to at least 200 community organizations and/or businesses to better support inclusion of people with developmental disabilities more fully by 9/30/2016.

Expected Outcome

TCDD will provide online training to stakeholders such as self-advocates, families, local organizations, service providers and grantees to help them improve their outcomes.

Project Description

TCDD will provide funding to an organization or entity familiar with universal learning and accessibility guidelines to develop:

- a template for webinars;
- a guide to structuring online training for the most effective use of the template;
- a guide for drafting outlines or scripts for effective short informational videos;
- a strategy to ensure that the products developed can be accessed at will via the internet; and

- a brief evaluation that individuals participating in the training are asked to complete to assess the effectiveness and usefulness of the training.

The organization or entity selected will be required to recommend necessary technology and provide technical assistance to TCDD staff or their designees to support the development of up to 12 webinars or podcasts over a 2 year period of time. All trainings developed would be property of TCDD.

Following the development of the training templates and guides for use, TCDD staff propose that the TCDD Grants Management Director or the TCDD Public Policy Director would recommend topics for specific trainings. The TCDD Executive Director would review and approve recommended training topics. To be considered an appropriate topic for training, the topic must meet the following conditions:

- The training does not already exist in an easily available format that is free to the public;
- The training addresses a State Plan Goal or Objective; or a public policy priority; or would enable TCDD to operate in a more efficient manner; and
- Staff determine enough people would make use of the product to justify the funding spent. over the life of the product.

For each training, staff would select and work with subject matter experts as needed to develop and provide the training using the template. TCDD staff or collaborators may serve as subject matter experts at no cost to TCDD. Paid subject matter experts may be also be used.

Examples of training topics might include (but would not limited to):

- Information about emerging or time-sensitive issues, such as a public policy issue that requires timely action by a group of people who would not otherwise be adequately informed.
- Training to develop useful skills, such as:
 - Using social media and internet-based marketing for advocacy; and
 - Identifying, understanding, or addressing public policy issues.
- Education around best practices - such as person-centered thinking, community organizing, or cultural competency - that would be beneficial to a large group of people.
- Training to improve the quality of TCDD grant projects, such as training to help grantees improve their outreach to & support of people who may have diverse backgrounds and cultures.

Proposed Funding Amount

Up to \$10,000 for the development of the template and guide, to buy necessary technology (hardware and software as necessary), and to pay for any necessary training. No more than \$15,000 per year, total, for development of products using the template.

Proposed Duration

Up to two years

Other Considerations

None.