

STRATEGIC PLAN



2023 - 2026

OVERVIEW

Our Kansas Council on Developmental Disabilities (KCDD) mission is to empower individuals with intellectual and developmental disabilities (I/DD), families and caregivers to lead systems change, build capacity, and advocate for inclusive, integrated, accessible communities where everyone belongs and thrives throughout Kansas. We envision a state where all people with I/DD live, learn, work, play, belong, and thrive in the community they choose.

MEMBERSHIP

KCDD Council Members are responsible to carry out the provisions of the Developmental Disabilities Assistance and Bill of Rights Act (DD Act). Serving a maximum of two four-year terms, the 23-member Council represents the state and is composed of 60% of people with intellectual and other developmental disabilities (I/DD) or family members or guardians. Of those, at least 33% are required to be self-advocates. The remainder of the Council is made up of representatives from state agencies, nonprofit and professional organizations.

CORE PRINCIPLES

**SELF-
DETERMINATION**



**INCLUSION &
BELONGING**



**COMMUNITY
INTEGRATION**



ACCESSIBILITY



INDEPENDENCE



OUR GOALS

KCDD's Five-Year State Plan was developed by relying on extensive public input and the expertise of Council members, staff and allied state agencies and nonprofit organizations. The 2022-2026 Goals and Objectives include advocacy and leadership development as well as systems change and were submitted to the Administration on Intellectual and Developmental Disabilities (AIDD) to be approved and adopted by the Council which included the following goals (summarized in further details in Appendix A):

GOAL 1:

Create Leaders and Empower Advocacy

People with developmental disabilities and their families will have access to leadership development training and tools so that they can better advocate for their needs and preferences.

GOAL 2:

Lead Systems Change

People with developmental disabilities and their families in Kansas will have increased awareness and access to formal and informal supports and services that promotes independence and meets their individual needs and preferences.

KEY STRATEGIC PRIORITIES

KCDD has identified the following priorities for the Five-Year Plan which will guide our activities over the next five years. The Priority Areas will be accomplished in the following areas:

PROMOTING AN AGGRESSIVE ADVOCACY AGENDA FOR KANSANS WITH IDD ACROSS THE LIFESPAN

A. WAITLIST/WORKFORCE/WAGES CAMPAIGN

1. Waitlist:

- Launch the ending the I/DD Waitlist Campaign in the summer/fall of 2023 and work toward fully funding Kansas I/DD Waitlist by 2026 with KDADS, Governor and Kansas Legislature

2. Workforce:

- Promote innovative and incremental policy changes to address workforce crisis in Kansas (i.e., paid-family caregiving, independent budget authority) by adopting a new policy change each legislative session in 2024, 2025 and 2026 that address workforce and caregiving crisis
- Ensure supportive employment rates achieve parity with day services, including increasing the supportive employment rate in Kansas to at least \$50 by 2024

3. Wages:

- Create a formal Direct Support Provider (DSP) career ladder in Kansas by adopting one policy change per legislative session in 2024, 2025 and 2026 that improves wages and offers benefits
- Increase competitive integrated employment (CIE) across Kansas for the I/DD population by advancing federal and state policies which include:
- Passage of the federal Transformation to Competitive Employment Act
- Establish a new KDADS Innovation Grant Program to help Kansas-based providers voluntarily transition away from 14(c)
- Ensure supportive employment rates achieve parity with day services

B. ADOPT SUPPORTIVE DECISION MAKING (SDM) IN KANSAS BY 2026

1. Actively participate as a coalition member of the “I Decide” coalition with key IDD stakeholders across Kansas to promote SDM as an alternative to guardianship by educating the IDD community, key stakeholders and state level decision makers.
2. In the 2024 Legislative Session, co-lead with Disability Rights Center of Kansas the re-introduction of the State House and Senate SDM legislation, increase support for the bill from the 2023 legislation session and secure an informational hearing on the bill.
3. Host and convene stakeholder educational forums to educate the IDD community on SDM opportunities. These activities include:
 - Youth Choice/Youth Voice
 - Youth Ambassador Training
 - State Team Development

LEADING ROBUST SYSTEMS CHANGES & INNOVATIVE PROGRAMS FOR KANSAS’ IDD COMMUNITY

A. LEAD STATEWIDE EDUCATION AND TRAINING INITIATIVE FOCUSED ON ELIMINATING THE ABUSE, NEGLECT & EXPLOITATION (ANE) OF INDIVIDUALS WITH IDD IN KANSAS.

The following activities will take place to support KCDD’s programming and investment in this goal:

- a. Forensic Interviewing Training Collaboration with Adult Protective Services.
 - i. By October 31, 2023, KCDD will recruit at least 10 stakeholders to participate in the Adult Protective Services /KCDD Training Collaboration workgroup
 - ii. By December 31, 2023, the workgroup will confirm the training provider/vendor, determine the number of trainings offered, and outline the training event dates.
 - iii. By October 2024, all ARPA funds will be fully expended and training efforts will be completed
- b. KCDD to host a 2025 ANE Awareness & Reduction Statewide Conference
- c. KCDD to host 3 Self Advocate ANE Training/Workshops in 2025

B. LAUNCH A NEW STATEWIDE COALITION TO IMPROVE THE QUALITY OF LIFE, PROMOTE HEALTH AND WELLNESS, ADDRESS HEALTH EQUITY AND IMPROVE COLLABORATION AMONG STAKEHOLDERS ACROSS THE STATE OF KANSAS FOR THE IDD COMMUNITY.

- a. The initiative coalition will include the following deliverables:
 - i. Formally launch coalition by November 15th, 2023 by hosting a coalition kick-off meeting and invite various stakeholders to participate
 - ii. Develop a coalition blueprint to include formalized workgroups, key strategic focus areas and goals, membership roster and stakeholder involvement by January 2024
 - 1. Monthly meetings will commence for each workgroup beginning in January of 2024; and the coalition will host an annual meeting in early fall of each year. Starting in January, 2024, we will host virtual, monthly workgroup meetings
 - iii. KCDD staff will host 1 listening session in 2023; and 3 listening sessions for the IDD community in 2024 to inform strategic direction of statewide coalition and solicit feedback from community (listening sessions will take place in at least one urban, suburban and two rural communities in Kansas)
 - iv. KCDD staff, working with partners, will also focus on producing new resources and materials aimed at improving the health of individuals with IDD in Kansas. In 2024, two new materials will be developed and launched. These include:
 - 1. A Women's Health & Wellness Plain Language Guide for IDD Community by December 2024
 - 2. An Advocate Navigator online resource that will collect, share and promote community resources across Kansas for individuals, families and caregivers aimed at improving access individuals with I/DD and their families
- b. KCDD will work with KDADS & KDHE to ensure accountability and system improvements in LTSS Service Delivery throughout the MCO & Provider Network in Kansas. The following improvements will be a priority in 2024 to increase transparency between MCOs and self-advocates, families, stakeholders (and taxpayers). Specifically, the coalition will work to:
 - i. Ensure MCOs are held accountable with checks and balances in KanCare/Waiver specific guidelines
 - ii. Enhance Provider Network adequacy criteria and expand provider network to include incentives for small provider companies.
 - iii. Ensure MCOs cover medically necessary requirements like: Durable Medical Equipment (DME), modifications, etc. For example: Vehicle and Home modifications must have greater flexibility in serving those who do not own their homes (for all renters, home owners, guardians/families and group homes)
- c. Identify strategies to provide support and resources to individuals with IDD who are on the waitlist (i.e., ABLE education, navigator resources, job coaching and supports, Voc Rehab, CDDO service delivery, etc.)

BUILDING A ROBUST GRASSROOTS NETWORK FOR THE IDD COMMUNITY THAT REACHES EVERY CORNER OF THE STATE

A. EMPOWER SELF-ADVOCATES IN KANSAS BY OFFERING ADDITIONAL ADVOCACY OPPORTUNITIES LED BY KCDD.

These include:

- a. Supporting the Annual SACK Conference in 2024, 2025 and 2026
- b. Participating in the National Disability Policy Summit in Washington, DC in 2024, 2025 and 2026
- c. Co-hosting two Kansas Capitol Days before legislative session with partners like Down Syndrome Innovations, Girls Night Out and/or our KCDD Council

B. INVEST STAFF INFRASTRUCTURE AND RESOURCES TO EXPAND THE IDD ADVOCACY COMMUNITY.

These initiatives include:

- a. Launching a new KCDD staff-led Grassroots Ambassador Program* aimed at recruiting a IDD stakeholder (i.e., self-advocate, family member, advocate) from each State Representative district in Kansas by 2026
- b. Launch a new KCDD Advocacy Matters Workshops* Training Program that helps support the growth of the Grassroots Ambassador Program. By April 2024, develop a workshop curriculum and agenda, and host one workshop in 2024, two workshops in 2025 and three workshops in 2026 throughout the state
- c. Formally launch a new program called the IDD Commissions & Appointments Project* to increase self-advocacy and advocacy at the state and local levels for the IDD Community by 2024. Each year, the IDD Commissions & Appointments Project will recruit and support 5 representatives for commission and appointments throughout Kansas

EXPAND AND ENHANCE THE OVERALL KCDD BRAND AND REPUTATION ACROSS KANSAS

- 1. Complete a KCDD Website overhaul to improve online presence, ensure the website meets accessibility requirements and is regularly updated by December of 2023
- 2. Develop a formal media/PR plan for KCDD that expands Council's brand, reputation and recognition for all stakeholders. Engage a PR firm to assist in the development and execution working with KCDD staff leadership by January 2024
- 3. Establish KCDD as a go-to source for IDD community related issues in Kansas.
 - a. Secure at least one media (i.e, print, online or press) placement per quarter supporting a KCDD issue area or program area
 - b. Grow KCDD's social media footprint by 15% in each year (2023, 2024, 2025 and 2026)
- 4. Advocacy/Issue Area Communication Campaigns
 - a. Enhance self-advocate and family voices to support the WWW campaign (define a # of stories to release each month) - two per month on social media
 - b. Develop content and materials to educate about the importance of the DSP workforce (who, what, where and why); highlight DSPs across Kansas
 - i. Survey DSP population (individuals who have left the profession to existing DSPs) to have data, perspective and advocacy from the stakeholder community
 - c. Develop a formal plan for a KCDD Documentary/Video on WWW/Crisis in Kansas - develop a campaign by December 2023

** = new activities supported by Goal 1 of KCDD Five-Year Plan*

APPENDIX A: KCDD FIVE-YEAR GOALS

Goal 1. Create Leaders and Empower Advocacy

By 2026, people with developmental disabilities and their families will have access to leadership development training and tools so that they can better advocate for their needs and preferences.

Goal 1, Objective 1: Establish and Strengthen Statewide Self Advocacy (DD Act Requirement)

- By 2026, Kansas will strengthen a state self-advocacy organization led by people with DD, the Self Advocate Coalition of Kansas (SACK), through supporting and increasing the number of self-advocates who participated in leadership training so they can provide others including additionally identified self-advocates with opportunities to learn and engage in personal, collaborative, and civic leadership so that self-advocates can be on workgroups, committees, Councils, and commissions.

Goal 1, Objective 2: Support advocacy training and development programs for family members

- By 2026, Kansas will have increased the number of newly identified family members who have participated in leadership and advocacy training so they can provide their families and other family to family peers with opportunities to learn and engage in personal, collaborative, and civic leadership.

Goal 2. Lead Systems Change

By 2026, people with developmental disabilities and their families in Kansas will have increased awareness and access to formal and informal supports and services that promotes independence and meets their individual needs and preferences.

Goal 2, Objective 1: Increase Awareness of Informal and Formal Supports and Services with a focus on Transitions across the Lifespan

- By 2026, Kansans with disabilities and their family members will have increased awareness of formal and informal supports and services that meet their individual needs and preferences.

Goal 2, Objective 2: Increased awareness and participation of early childhood and education interventions and supports for English as a Second Language (ESL)/Hispanic Kansas families with children with disabilities (Targeted Disparity)

- By 2026, Spanish-speaking Latinx families and people with disabilities in Garden City, where 50.8% of the cities' population is hispanic, will have increased awareness of formal and informal supports and services that meet their individual needs and preferences in a culturally appropriate manner.

Goal 2. Lead Systems Change (continued)

Goal 2, Objective 3: Cultivate innovative solutions for Kansans with I/DD on a waiting list and those who seek more individualized support options:

- By 2026, Kansans who seek more individualized options or who are on a waiting list for waiver services will have increased awareness and access to formal and informal supports and services that meet their individual needs and preferences, including enhanced data collection efforts.

Goal2, Objective 4: Increase Protections from Abuse, Neglect, and Exploitation

By 2026, Kansans with disabilities will have increased protections from abuse, neglect, and exploitation (ANE) through enhanced reporting, data, and training opportunities.

Goal 2, Objective 5: Increased utilization of Supported Decision Making (DD Network Collaboration Measure)

- By 2026, Kansans with disabilities and their families will have increased awareness and utilization of Supported Decision Making (SDM), an alternative to Guardianship facilitated by collaboration between the Council, the Disability Rights Center of Kansas, and the Kansas University Center for Excellence on Developmental Disabilities.

Goal 2. Objective 6: Emerging Needs

- By 2026 KCDD may collaborate with stakeholders and organizations to monitor and respond to emerging needs that affect Kansans with ID/DD and their families that are a result of manmade, natural or environmental events.



KCDD

Kansas Council on
Developmental Disabilities