



**2001-2006  
DEVELOPMENTAL  
DISABILITIES  
STATE PLAN**

*2005-2006 State Plan Update*  
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VIRGINIA BOARD FOR  
PEOPLE WITH DISABILITIES

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## **Section I: VBPD Mission Statement and Introduction to the 2005-2006 State Plan Update**

### ***Mission Statement***

The mission of the Virginia Board for People with Disabilities is to enrich the lives of Virginians with developmental and other disabilities by providing a VOICE for their concerns.

**V**ision of communities that welcome people with disabilities  
**O**utreach to individuals, families and advocates  
**I**nnovation through grant projects and sponsored programs  
**C**ollaboration with providers of disability services  
**E**ducation of policymakers on disability issues

### ***The Developmental Disabilities Council State Plan***

The Virginia Board for People with Disabilities (the Board) serves the Commonwealth of Virginia as the state's Developmental Disabilities Planning Council and as the Governor's Advisory Council on issues affecting people with developmental and other disabilities.

Under federal law, each state has a DD Council, which receives funds to carry out systems-change, capacity building, and advocacy initiatives. Through these activities the Board seeks to impact the independence, productivity, inclusion and integration of people with developmental and other disabilities in their communities.

All DD Councils are required to develop five-year state plans to enable them to fulfill optimally their mission and roles on behalf of people with developmental and other disabilities, family members, service providers, and other disability stakeholders. The state plan provides the "framework" for each council's funding initiatives, staff work priorities, and Board member activities. State plans are reviewed on an annual basis and achievement of stated goals and objectives are reported. In Virginia, the five-year state plan as well as annual updates are made available for public review and comment. These documents, as well as other information related to Board activities, may be found on the VBPD website ([www.vaboard.org](http://www.vaboard.org)).

### ***Identification of Areas of Emphasis***

The Virginia Board for People with Disabilities arrays its Council activities under the work of four standing Committees:

- Employment,

- Education & Early Intervention,
- Community Integration, and
- Community Living and Transportation.

The new DD Act describes nine Areas of Emphasis that DD Councils are to address in their state plans according to the needs of the state, consumer input, and the status of service delivery systems. The nine areas of emphasis are Employment, Education and Early Intervention, Housing, Health, Child Care, Recreation, Transportation, Quality Assurance, and Formal/Informal Community Supports. In the new DD Act the Areas of Emphasis replace the Federal Priority Areas and the Life Domain Areas.

Historically, Virginia's DD Council State Plan and the Council's standing committees have been organized under the topical areas of employment, education, and community inclusion. It is within these topical areas therefore, and in accordance with the five-year timeline prescribed in the new DD Act, the Board seeks to address the following Areas of Emphasis for focused activity in its 2001- 2006 State Plan.

- **Employment**
- **Education and Early Intervention**
- **Transportation**
- **Quality Assurance**
- **Formal and Informal Community Supports**
- **Housing**

The Board has added an objective (under the Formal and Informal Supports Area of Emphasis) that addresses the requirement for DD Councils to become involved in supporting a self-advocacy initiative, which is called the "New Voices" initiative. Further, the DD Council of Virginia is rigorously involved in promoting successful implementation of the Olmstead Decision in Virginia, having participated in the Olmstead Plan Task Force, Steering Committee, and multiple liaison activities that will help Virginia reach full implementation of Olmstead initiatives.

## **Section II: Areas of Emphasis Addressed in the 2005-2006 State Plan Update**

### **Goal I. Employment**

#### Introduction

The overall goals of the Board's employment initiatives in the 2001-2006 State Plan are to strengthen Virginia's employment opportunity infrastructure for people with developmental and other disabilities and to expand knowledge and awareness throughout the state of employment opportunities for people with developmental and other disabilities. The Board intends to address two Areas of Emphasis in the employment topical area of the 2001-2006 State Plan: Employment and Quality Assurance.

The overall goals proposed for the present State Plan Update build upon previous initiatives such as facilitating corporate and community partnerships, maximizing consumer self-advocacy skills, and promoting networking and resource utilization. The new plan expands prior accomplishments into a wider array of goal areas that address the growing employment needs and desires of people with developmental and other disabilities as identified by the Board during its year-long State Plan development process.

- Effect systems change in employment in Virginia by increasing awareness among consumers, service providers, and employers regarding employment opportunities and incentives for people with developmental and other disabilities;
- Increase advocacy capacity and job opportunities by increasing consumer knowledge of employment strategies and by optimizing use of employment resources by people with developmental and other disabilities;
- Utilize innovative approaches to increasing access by people with developmental and other disabilities to meaningful, long-term employment in the community;
- Enhance employment success for youth with developmental and other disabilities;
- Strengthen linkages between state and national employment organizations;
- Promote public awareness and maximize lessons learned from the Board's prior employment initiatives.

- **Area of Emphasis: Employment**

**Goal I.1: Support those systemic changes that provide increased employment opportunities and minimize disincentives for employment of people with developmental and other disabilities.**

- Objective I.1-1: Educate policymakers and track effectiveness of workforce development services.
- Objective I.1-2: Support work incentives relative to community employment options for people with developmental and other disabilities.
- Objective I.1-3: Support implementation of legislation and policies – both federal and state – that provide employment and support incentives for employment of people with developmental and other disabilities.
- Objective I.1-4: Support and replicate the successes of the Board's Long-Term Employment Demonstration Grants.
- Objective I.1-5: Identify best practice for job coach service providers and effectiveness of services.

**Goal I.2: Improve access to meaningful employment for adults with disabilities through innovative and collaborative mechanisms statewide.**

- Objective I.2-1: Enhance community and business partnerships to improve opportunities for people with developmental and other disabilities to obtain successfully the jobs they want in their communities.
- Objective I.2-2: Strengthen the capacity of business leaders to understand and promote employment of people with developmental and other disabilities.
- Objective I.2-3: Facilitate opportunities for adults with developmental and other disabilities to work in public sector settings.

**Goal I.3: Enhance employment success for youth with disabilities in the public and private sectors.**

- Objective I.3-1: Facilitate appropriate and adequate follow-along services for youth transitioning from school to work, particularly for youth with the most severe disabilities.
- Objective I.3-2: Promote collaborative linkages between schools and employment service providers in the public and private sectors that match students with appropriate and significant job opportunities.
- Objective I.3-3: Encourage development of opportunities for employment of students and other young adults with developmental and other disabilities in high tech and state-of-the-art professions.
- Objective I.3-4: Facilitate opportunities for young people with developmental and other disabilities to work in public sector settings.
- Objective I.3-5: Develop a job readiness skills and career exploration model for middle and high school students with developmental and other disabilities to enhance employment success.

**Goal I.4: Strengthen linkages between Virginia state and national organizations that promote the full employment and community participation of people with disabilities.**

- Objective I.4-1: Develop relationships with organizations promoting integrated competitive employment.

**Goal I.5: Promote public awareness about the employment of people with disabilities**

- Objective I.5-1: Recognize both employer and employee leadership in promoting the employment of people with developmental and other disabilities.
- Objective 1.5-2: Foster positive attitudes among employers concerning the abilities of people with developmental and other disabilities.

- **Area of Emphasis: Quality Assurance—Employment (Q.A.Goal 1)**

**Goal I.6: Empower consumers to advocate for and maximize diverse employment opportunities by enhancing consumer knowledge of employment opportunities and by promoting the development and use of employment resources.**

Objective I.6-1: Empower students and newly-employed young adults with developmental and other disabilities to be effective self-advocates in the workplace.

Objective I.6-2: Develop statewide network of employed consumers to advocate for and maximize diverse employment opportunities for people with developmental and other disabilities.

Objective I.6-3: Develop a statewide network of employees with developmental and other disabilities to serve as role models, mentors and advocates for integrated, competitive employment opportunities.

## **Goal II. Education & Early Intervention**

### Introduction

The Board's overall goal in the Priority Area of Education in the 2001-2006 State Plan will be to improve the quality of education and education-associated services for children and young adults with developmental and other disabilities.

The 2001-2006 State Plan addresses the educational needs of children with disabilities by working to accomplish goals in six areas across the life span of the individual. The plan includes activities that demonstrate continued emphasis on improving transition services, particularly in view of the current Olmstead initiatives that will positively impact youth transition opportunities. Under this area of emphasis, activities are aimed at:

- strengthening service delivery systems in higher education for students with developmental and other disabilities;
- expanding collaborative partnerships between Board members and other entities involved in special education; and
- monitoring new state policies and practices concerned with implementing the new Individuals with Disabilities Education Improvement Act in Virginia and forming liaison with early intervention service providers.

- **Area of Emphasis: Education and Early Intervention**

**Goal II.1: Empower young people with developmental and other disabilities and family members through improved transition services.**

- Objective II.1-1: Effect greater student and family involvement in advocating for adequate and improved transition services to post-secondary educational opportunities.
- Objective II.1-2: Effect greater student and family involvement in obtaining adequate and improved transition services to employment/higher education opportunities.
- Objective II.1-3 Encourage collaboration and expansion of well-coordinated and seamless transition services for children and young adults with developmental and other disabilities.

**Goal II.2: Improve educational outcomes for children with developmental and other disabilities through enhanced collaboration among all participants in Virginia's special education service delivery system.**

- Objective II.2-1: Improve the effectiveness of local Special Education Advisory Committees.

**Goal II.3: Prepare students with disabilities to maximize opportunities in higher education.**

- Objective II.3-1: Enhance the pre-college preparation of high school students developmental and other disabilities to maximize their academic and social development once they are in college.
- Objective II.3-2: Identify obstacles related to universal design and assistive technology in the higher education service system for students with disabilities and identify successful strategies for overcoming obstacles to transition.
- Objective II.3.3 Empower students developmental and other disabilities in college to become more effective self-advocates.

**Goal II.4: Influence education policy and practices to maximize the achievements and academic potential of students with disabilities across**

**the education continuum from early intervention to post-secondary school.**

- Objective II.4-1: Assist programs which are intended to maximize the academic and social achievement of children with developmental and other disabilities before or in the early stages of their education, including, but not limited to demonstrating successful inclusive day care practices.
- Objective II.4-2: Monitor implementation of legislation and Regulations affecting students with disabilities and develop responses as appropriate.
- Objective II.4-3: Education Committee staff and Education Committee members to develop liaison with the State Council of Higher Education, the Virginia Community College System with the goal of fostering collaboration and developing systems change initiatives that improve opportunities for students with disabilities in post-secondary education.

**Goal II.5: Advance scholarship and career development in the field of disability policy.**

- Objective II.5-1: Continue opportunities of the Board's Disability Policy Fellowship Program.
- Objective II.5-2: Continue the Disability Policy Internship Program to be conducted as a sponsored program.

• **Area of Emphasis: Quality Assurance—Education (Q.A.Goal 2)**

**Goal II.6: Empower a statewide network of high school students and young adult leaders with developmental and other disabilities**

- Objective II.6-1 Conduct premier leadership training activities Offered under the auspices of the Youth Leadership Forum.
- Objective II.6-2 Evaluate and improve the Youth Leadership Forum activity; promote networking and continued leadership activities in the state by alumni Delegates.
- Objective II.6-3 Explore and expand opportunities to leverage community resources to support the Youth Leadership Forum and alumni activities.

### **Goal III. Formal and Informal Community Supports**

In 2004, the Community Inclusion standing committee, which provided oversight for initiatives in the Formal and Informal Community Supports Area of Emphasis, was restructured. The restructuring process resulted in creation of two standing committees – the Community Integration Committee and the Community Living Committee - to address the Formal and Informal Community Support goals, as well as goals in the Housing and Transportation Areas of Emphasis. These two committees work in tandem to achieve systems change in Virginia aimed at improving the participation of people with developmental and other disabilities in community life, increasing community living opportunities and promoting public awareness of the contributions of people with disabilities. The Community Integration Committee addresses goals and objectives that focus on improving participation of people with developmental and other disabilities in the full spectrum of community life. The Community Living and Transportation Committee addresses goals and objectives that maximize opportunities in housing and transportation for people with developmental disabilities and that promote self-advocacy. Both committees, as well as other Board standing committees, address issues relevant to the full and successful implementation of Virginia's Olmstead Plan.

Historically, physical barriers and lack of adequate technology were primary impediments to full community inclusion for people with disabilities. Today, with changes in treatment philosophies, empowering legislation, and advances in architecture and communication, physical and technological barriers have been virtually overcome, but other barriers to community inclusion remain in negative attitudes, inadequate resources, and lack of knowledge about community inclusion on the part of consumers, family members, service providers, and the public. The Board's work in the Formal and Informal Community Support area of emphasis focuses on enhancing the functioning, awareness, and knowledge of all community stakeholders regarding the abilities, creativity, productivity, and possibilities for independent living for people with developmental and other disabilities.

The Transportation and Housing Areas of Emphasis emerge across the life continuum of people with disabilities as major factors in promoting community inclusion, social integration, and the formation of both social and professional networks. Transportation and housing are essential services for adequately living in communities, obtaining both disability and non-disability services, and for people with developmental and other disabilities to make productive contributions to their communities through work, socialization, education, volunteer projects, engagement in hobbies and recreation, and participation in civic activities within communities.

In Virginia, similar to findings nationwide, consumers consistently rate transportation and housing as the most important yet most inadequate service systems they encounter as they seek to be fully integrated into their communities. Many creative approaches have been developed to meet the

specialized transportation and housing needs of diverse groups of people with developmental and other disabilities yet the system remains beset by fragmentation, high costs, unreliable service and scarce availability. Several high level commissions and advisory bodies are charged in the Code of Virginia with addressing transportation and housing issues, but services remain ineffective. In 2002, in response to the transportation crisis for people with developmental and other disabilities in Virginia, the Board established an ad hoc Transportation Sub-Committee under the auspices of the Employment Standing Committee and in 2003 the Board created a Community Living and Transportation Committee as a standing committee to enable the Board to improve its responsiveness to these issues.

- **Area of Emphasis: Formal and Informal Community Supports**

**Goal III.1: Improve the participation of people with developmental and other disabilities in the full spectrum of community life.**

Objective III.1-1: Facilitate community inclusion for people with developmental and other disabilities by promoting their participation in volunteer activities including activities sponsored by civic, faith, recreational, and other organizations.

Objective III.1-2: Facilitate community inclusion for people in culturally-diverse disability communities.

Objective III.1-3: Encourage development of positive behavioral supports in philosophy, practice, and policy, to facilitate community inclusion for people with developmental and other disabilities.

Objective III.1-4: Support collaboration and partnerships, disability awareness and sensitivity to improve voter participation of people with developmental and other disabilities.

Objective III.1-5: Promote greater participation of people with developmental and other disabilities in recreational and social opportunities in their communities.

**Goal III.2: Effect systems change by increasing community living opportunities for people with developmental and other disabilities.**

Objective III.2-1: Maximize community living options for people with

developmental and other disabilities through development of collaboration and partnerships with various stakeholders.

Objective III.2-2: Support strategies that promote inclusive community living options and prevent unnecessary and undesired institutionalization, to include placement in other restrictive environments.

Objective III.2-3: Encourage stakeholders to facilitate successful transition of people with developmental and other disabilities from institutions and other restrictive environments into communities of their choice.

Objective III.2-4: Enhance education about the Medicaid Waiver System, and other community supports.

**Goal III.3: Initiate strategies to promote public awareness regarding the contributions of people with disabilities in their communities.**

Objective III.3-1: Support public awareness initiatives that focus on the inclusion of people with developmental and other disabilities in their communities.

Objective III.3-2: Educate policy and decision-makers about people with developmental and other disabilities.

Objective III.3-3: Sponsor Community Service Awards that acknowledge outstanding community service that benefits people with developmental and other disabilities and expand statewide recognition of such awards

Objective III.3-4: Utilize the newsletter, "Voices and Visions" as well as the Board Web site, [www.vaboard.org](http://www.vaboard.org), to promote community inclusion of people with developmental and other disabilities in Virginia.

• **Area of Emphasis: Housing**

**Goal III.4: Expand housing options for people with developmental and other disabilities in Virginia.**

Objective III.4-1: Develop long term strategies to increase housing options /opportunities for people with developmental and other disabilities in Virginia.

• **Area of Emphasis: Quality Assurance—Formal and Informal Community Supports**

**Goal III.5: Promote the empowerment of consumers and family members to become effective, informed self-advocates regarding community living options.**

- Objective III.5-1: Train young adults with developmental and other disabilities and family members to become better advocates and partners in policy making.
- Objective III.5-2: Promote networking and continued advocacy activities in the state by participants of Board sponsored activities.
- Objective III.5-3: Make financial resources available to assist consumers and family members to obtain information regarding consumer directed service models and support their participation in public policy development.
- Objective III.5-4: Provide technical assistance and financial resources to develop, strengthen, and promote a self-advocacy initiative to effect meaningful systems change for people with developmental and other disabilities in Virginia.

**Goal IV. Transportation**

**Goal IV.1: Facilitate improvements in transportation systems in Virginia for people with developmental and other disabilities as they become increasingly included in their communities.**

- Objective IV.1-1: Support mechanisms for improving the coordination of transportation at the state level for people with disabilities.
- Objective IV. 1-2: Support planning and coordination of transportation at the local level for full inclusion of people with disabilities.

**Section IV. Assurances.**

**The Board and all of its subgrantees and contractors are required to administer DD Act funds under the following assurances:**

- A. IN GENERAL. --The plan shall contain or be supported by assurances and information described in subparagraphs (B) through (N) that are satisfactory to the Secretary.
- B. USE OF FUNDS --With respect to the funds paid to the State under section 122, the plan shall provide assurances that--

1. not less than 70 percent of such funds will be expended for activities related to the goals described in paragraph (4);
  2. such funds will contribute to the achievement of the purpose of this subtitle in various political subdivisions of the State;
  3. such funds will be used to supplement, and not supplant, the non-Federal funds that would otherwise be made available for the purposes for which the funds paid under section 122 are provided;
  4. such funds will be used to complement and augment rather than duplicate or replace services for individuals with developmental disabilities and their families who are eligible for Federal assistance under other State programs;
  5. part of such funds will be made available by the State to public or private entities;
  6. at the request of any State, a portion of such funds provided to such State under this subtitle for any fiscal year shall be available to pay up to 1/2 (or the entire amount if the Council is the designated State agency) of the expenditures found to be necessary by the Secretary for the proper and efficient exercise of the functions of the designated State agency, except that not more than 5 percent of such funds provided to such State for any fiscal year, or \$50,000, whichever is less, shall be made available for total expenditures for such purpose by the designated State agency; and
  7. not more than 20 percent of such funds will be allocated to the designated State agency for service demonstrations by such agency that—
    - contribute to the achievement of the purpose of this subtitle; and
    - are explicitly authorized by the Council.
- C. STATE FINANCIAL PARTICIPATION --The plan shall provide assurances that there will be reasonable State financial participation in the cost of carrying out the plan.
- D. CONFLICT OF INTEREST --The plan shall provide an assurance that no member of such Council will cast a vote on any matter that would provide direct financial benefit to the member or otherwise give the appearance of a conflict of interest.
- E. URBAN AND RURAL POVERTY AREAS --The plan shall provide assurances that special financial and technical assistance will be given to organizations that provide community services, individualized supports, and other forms of assistance to individuals with developmental disabilities who live in areas designated as urban or rural poverty areas.
- F. PROGRAM ACCESSIBILITY STANDARDS --The plan shall provide assurances that programs, projects, and activities funded under the plan, and the buildings in which such programs, projects, and activities are operated, will meet standards prescribed by the Secretary in regulations and all applicable Federal and State accessibility standards, including accessibility requirements of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d), and the Fair Housing Act (42 U.S.C. 3601 et seq.).
- G. INDIVIDUALIZED SERVICES --The plan shall provide assurances that any direct services provided to individuals with developmental disabilities and funded under the plan will be provided in an individualized manner, consistent with the unique strengths, resources, priorities, concerns, abilities, and capabilities of such individual.
- H. HUMAN RIGHTS --The plan shall provide assurances that the human rights of the individuals with developmental disabilities (especially individuals without familial protection) who are receiving services under programs assisted under this subtitle will

be protected consistent with section 109 (relating to rights of individuals with developmental disabilities).

- I. MINORITY PARTICIPATION --The plan shall provide assurances that the State has taken affirmative steps to assure that participation in programs funded under this subtitle is geographically representative of the State, and reflects the diversity of the State with respect to race and ethnicity.
- J. EMPLOYEE PROTECTIONS --The plan shall provide assurances that fair and equitable arrangements (as determined by the Secretary after consultation with the Secretary of Labor) will be provided to protect the interests of employees affected by actions taken under the plan to provide community living activities, including arrangements designed to preserve employee rights and benefits and provide training and retraining of such employees where necessary, and arrangements under which maximum efforts will be made to guarantee the employment of such employees.
- K. STAFF ASSIGNMENTS --The plan shall provide assurances that the staff and other personnel of the Council, while working for the Council, will be responsible solely for assisting the Council in carrying out the duties of the Council under this subtitle and will not be assigned duties by the designated State agency, or any other agency, office, or entity of the State.
- L. NONINTERFERENCE --The plan shall provide assurances that the designated State agency, and any other agency, office, or entity of the State, will not interfere with the advocacy, capacity building, and systemic change activities, budget, personnel, State plan development, or plan implementation of the Council, except that the designated State agency shall have the authority necessary to carry out the responsibilities described in section 125(d)(3).
- M. STATE QUALITY ASSURANCE --The plan shall provide assurances that the Council will participate in the planning, design or redesign, and monitoring of State quality assurance systems that affect individuals with developmental disabilities.
- N. OTHER ASSURANCES --The plan shall contain such additional information and assurances as the Secretary may find necessary to carry out the provisions (including the purpose) of this subtitle.