

Massachusetts Developmental Disabilities Council

The Executive Office for Administration and Finance
Commonwealth of Massachusetts



STRATEGIC PLAN-IN-BRIEF
2013-2015

Julie Fitzpatrick | Chairperson



Issued February 14, 2013

MESSAGE FROM THE COUNCIL CHAIR

The Massachusetts Developmental Disabilities Council is pleased to submit this agency strategic plan. This document is an accompaniment to the federal Five-Year State Plan required by the US Administration on Intellectual and Developmental Disabilities under the Administration for Community Living.

Strategic Challenge

Despite the great economic challenges we have faced in recent years, the Council's and Commonwealth's commitment to people with developmental disabilities has remained strong. Based on the Council's comprehensive review and analysis, utilizing data obtained from national research organizations, Massachusetts fared very well despite the national downturn in program resources for people with developmental disabilities. During this period Massachusetts continued to maintain support for people with developmental disabilities as a priority, expanding our use of federal waivers and increasing overall funding by four percent.

There are still many challenges ahead, but our unwavering commitment to people with developmental disabilities puts us in a strong position to move forward anew. We must revisit our plans to implement the state's Community First Initiative, complete the DDS Community Expansion Plan, and most important, respond to the needs of people with Autism.

Strategic Solutions

Some innovative concepts for community living have emerged, including the development of alternative options to traditional residential programs. The Adult Foster Care model allows adults with disabilities to move in with other adults or families and share in their lives. The recently developed Housing Connections initiative helps families who would like to find or create a home for their loved ones communicate with other families with similar interests. These are highly cost-effective residential options, requiring less Commonwealth resources than traditional group home models.

The Council will continue to work strategically with the Governor, Administration and Legislature to identify strategies for supporting people with Autism and their families. A significant part of our plan focuses on working to implement the recommendations of the Governor's Autism Commission. We are confident that we can be successful in this and our other endeavors, and look forward to a brighter future together.

Julie M. Fitzpatrick, Chairperson

Julie M. Fitzpatrick, Council Chairperson, is a parent and mother of two children. Her son was diagnosed with Autistic Spectrum Disorder in 2002 at the age of two.

This document was developed pursuant to Executive Order 540 which calls on state government to develop and publish strategic plans and institute performance management. As an agency affiliated with the Executive Office for Administration and Finance (A&F,) the Massachusetts Developmental Disabilities Councils' 2013-2015 Strategic Plan aligns and supports the overarching goals set forth in the A&F Strategic Plan.

Please send feedback regarding this plan to:
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MISSION, VISION & POLICY CONTEXT

OVERVIEW

The Massachusetts Developmental Disabilities Council (“the Council”) is made up of members appointed by the Governor. The Council is located in Quincy and appoints an executive director who oversees the Council staff. Councils exist in each state, and every five years they develop State Plans to address the most important issues affecting people with developmental disabilities. The Council establishes its priorities based on input from people with developmental disabilities and their families. Initiative teams, which include members and staff as well as citizens, advocates, and other interested individuals, develop both short and long term action plans to address these priorities. The Council's success is measured by both its ability to achieve the outcomes established by the State Plan, and the real impact that these outcomes have on the lives of people with developmental disabilities and their families. The State Plan is updated annually based on feedback from individuals and their families, and on state and national policy developments that may require a shift in Council priorities.

The Council is funded through a federal formula grant and is authorized under Subtitle B of Public Law 106-402, the Developmental Disabilities Act of 2000, and through state Executive Order #512.

ACHIEVEMENTS

Each year the Council submits a Program Performance Report to the U.S. Administration on Developmental Disabilities detailing the advocacy, capacity building and systemic change activities that the Council has undertaken in an effort to meet its State Plan goals and objectives.

The Council also provides an *Annual Report to the Citizens of Massachusetts* using a citizen-centric format. Since piloting this report framework in 2007, the Council has received *Certificates of Excellence* in Citizen-Centric Reporting from the Association of Government Accountants each subsequent year for these reports. Major achievements in the past year include an increase in customer satisfaction and the development of the Developmental Disabilities (DD) Network.

Copies of the full State Plan, Program Performance Report, and *Annual Report to the Citizens of Massachusetts* are available at www.mass.gov/mddc.

- Customer Satisfaction — The Council conducts ongoing customer satisfaction surveys and reports the results annually. 98.13% of respondents were satisfied or highly satisfied with the Council's work in 2011. An analysis of customer satisfaction from 2007-2011 shows the Council maintained an average of 97.5% over the five year State Plan.
- Developmental Disabilities (DD) Network — The Massachusetts Developmental Disabilities (DD) Network is a collaborative of four organizations that promote self-determination, independence, productivity, integration and inclusion in all facets of community life for people with developmental disabilities and their families. The network partners accomplish this mission through advocacy, education, research and dissemination of information. The DD Network maintains an ongoing year long fellowship for people with developmental disabilities and family members to develop and enhance leadership skills and knowledge of disability issues and systems advocacy. In addition, each network member provides support to the statewide self-advocacy organization to assist in developing new leaders in self-advocacy. The partners of the

MISSION

Providing opportunities for people with developmental disabilities and their families to enhance independence, productivity, and inclusion.

VISION

Disability is a natural part of the human experience that does not diminish the right of individuals with developmental disabilities to live independently, to exert control and choice over their own lives, and to fully participate in and contribute to their communities.

Individuals with developmental disabilities must have the opportunity to live full, productive and independent lives in the community. They often require lifelong community services, individualized supports, and other forms of assistance, that are most effective when provided in a coordinated manner.

The greatest impact on public policy occurs through self-advocacy.



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Massachusetts Developmental Disabilities Network are: the Massachusetts Developmental Disabilities Council, the Institute for Community Inclusion, the University of Massachusetts Medical School Shriver Center, and the Disability Law Center. For more information please visit: <http://www.massddnetwork.org/>

CHALLENGES

Although the exact number is unknown, the Council estimates that over 153,000 Massachusetts citizens have a developmental disability. A developmental disability is defined under Public Law 106-402, in the Developmental Disabilities Act. For more information please visit: <http://www.acf.hhs.gov/programs/add>. Several challenges exist to providing services and advocacy for individuals with developmental disabilities, including criteria for eligibility of service, barriers to full participation, availability of assistive technology, the lack of wait list data, and the lack of adequacy of current resources.

- Criteria for eligibility of services – State agencies use strict eligibility criteria to determine if individuals can receive specialized services and supports, many of which are based on federal regulations. People with developmental disabilities are often excluded from receiving services because of age, income, type of disability, severity of disability and limited enrollment periods. People seeking state assistance must qualify for services based on the eligibility criteria of each individual agency. While many individuals meet the minimum eligibility criteria, it does not assure that the individual will receive services. Ultimately it is agency funding and capacity that determines if individuals will receive services.

- Barriers to full participation – Recent studies have shown that individuals with certain developmental disabilities, such as Autism, and those from different races struggle to fully participate in services. Adults with Autism are significantly under-served in Massachusetts. Based on a survey by the Advocates for Autism of Massachusetts (AFAM), more than 68% of 22 year olds, who are maturing out of the special education system, with Autism indicated they lived at home with families and needed assistance with daily living. Additionally, research indicates a person with a developmental disability's race can ultimately predict the type of health care he or she will receive. A recent study found that Latino children with developmental disabilities were less likely than white children to have a usual source of care.
- Availability of assistive technology – The Assistive Technology Program was created in 1999 to enable individuals with severe disabilities to access devices and training— but individuals are still in need of assistive technology to improve access to services.
- Lack of wait list data – The state does not currently keep a list of individuals on waiting lists to receive services. Efforts are being made to require the state to keep this data to better identify eligible individuals who are not receiving services.
- Lack of adequacy of current resources – Funding for people with disabilities in Massachusetts has lagged behind the national average, and the state has cut spending for services by nearly \$80 million over the past three years.



COUNCIL EMPOWERMENT FUNDS: PERSONAL TESTIMONIES TELL THE STORY

Over the past five years the Council Empowerment Fund has been used by over 650 people, enabling self-advocates and family members to attend over 400 events to enhance their knowledge of disabilities and systems advocacy skills.

“My son had a truly empowering experience listening to other adults with disabilities talk about their independent lives and the options they were creating for themselves with assistance. It was the first time he had ever participated in a conference like this.”
– Parent of an Individual with a developmental disability

“I am a 40-year old man who was diagnosed with William's Syndrome at the age of two. I was thrilled to have an opportunity to go to Indiana for the Best Buddies Leadership Conference (because of Council Empowerment Funds.) The conference had specially designed sessions and workshops for Buddies who are interested in developing public speaking skills.”
– Person with a developmental disability

STRATEGIC GOALS

SUPPORTING THE SECRETARIAT

A&F has four strategic goals: Better Finance, Better Health Care, Better Performance and Better Government. These goals can be aligned to the mission and purpose of the Council because although not a direct-service provider, the Council focuses on public policy affecting people with developmental disabilities, invests in innovative systems change ideas, and proactively collaborates through activities involving members of the Council, staff, and advocacy organizations.

AGENCY GOALS

The Council primarily advances the work of A&F's Better Government goal. As mentioned, under public law the Council is required to develop a five-year State Plan approved by the U.S. Administration for Intellectual and Developmental Disabilities. The Council submits an annual Program Performance Report on the achievements, challenges, and performance toward meeting the goals and objectives of the State Plan.

The Council's key actions and outcome measures utilized to develop this plan are outlined in subsequent pages of this document. The actions and outcomes are reported internally in real-time using an in-house enterprise performance management system, but are reported quarterly at Council meetings and annually to the federal government and citizens of the Commonwealth of Massachusetts.

MASSACHUSETTS DEVELOPMENTAL DISABILITIES COUNCIL: SEVEN STRATEGIC GOALS

Transition: Improve access to skills development opportunities for youth with developmental disabilities.

Leadership: Actively engage people with developmental disabilities in leadership and systems advocacy.

Employment: Create opportunities for people with developmental disabilities to work in meaningful jobs that meet their career expectations.

Supporting Families: Increase supports to families to ensure fulfilling lives in the community for them and their children with developmental disabilities.

Homes: Increase long-term housing options for people with developmental disabilities

Community Supports: Increase the quality of services and supports provided to people with developmental disabilities to ensure fulfilling lives in the community.

Self-Determination: Develop opportunities to assist individuals with developmental disabilities in gaining choice and control and exercising self-direction of the services they receive.

ACTIONS

| GOALS | ACTIONS |
|--|--|
| A&F Better Government: Build the public trust in government by improving transparency, accountability and responsiveness | |
| <p>GOAL AREA: TRANSITION</p> <p>GOAL 1: Improve access to skills development opportunities for youth with developmental disabilities.</p> | <p>1.1: 400 youth with developmental disabilities will graduate from the Self-Advocacy Leadership Series for Youth in Transition by September 30, 2016.</p> <p>1.2: Standards for transition specialist qualifications will be adopted and implemented by the Department of Elementary and Secondary education by September 30, 2016.</p> <p>1.3: The Chapter 766 Individual Education Plan process will be integrated with the Chapter 688 Individual Service Plan process through the Bridges to Success and Passages to Independence initiatives by September 30, 2016.</p> <p>1.4: Short-term measurable objectives will be a requirement for all Individual Education Plans by September 30, 2016.</p> <p>1.5: A minimum of 10 students with developmental disabilities will attend college and live on campus by September 30, 2016.</p> |
| <p>GOAL AREA: LEADERSHIP</p> <p>GOAL 2: Actively engage people with developmental disabilities in leadership and systems advocacy.</p> | <p>2.1: A minimum of 100 people with disabilities will become effective new leaders in disability advocacy by September 30, 2016.</p> <p>2.2: A minimum of 400 people with developmental disabilities will engage in disability advocacy by September 30, 2016.</p> |
| <p>GOAL AREA: EMPLOYMENT</p> <p>GOAL 3: Create opportunities for individuals with developmental disabilities to work in meaningful jobs that meet their career expectations.</p> | <p>3.1: A minimum of 100 people with developmental disabilities will establish portfolios for competitive employment by September 30, 2016.</p> <p>3.2: A minimum of 50 people living with autism and other developmental disabilities will receive employment supports through the various state agencies by September 30, 2016.</p> |

| GOALS | ACTIONS |
|---|--|
| A&F Better Government: Build the public trust in government by improving transparency, accountability and responsiveness | |
| GOAL AREA: SUPPORTING FAMILIES GOAL 4: Increase supports to families to ensure fulfilling lives in the community for them and their children with developmental disabilities. | <p>4.1: A minimum of 100 families will pursue individualized community support services by September 30, 2016.</p> <p>4.2: A minimum of 200 families of persons with developmental disabilities will access information on respite options by September 30, 2016.</p> |
| GOAL AREA: HOMES GOAL 5: Increase long-term housing options for people with developmental disabilities | <p>5.1: A minimum of 100 people with developmental disabilities and families will pursue alternative housing and supported housing options by September 30, 2016.</p> <p>5.2: People with developmental disabilities in state school settings and their families will gain knowledge on the benefits to living in the community to help them transition to community living by September 30, 2016.</p> |
| GOAL AREA: COMMUNITY SUPPORTS GOAL 6: Increase the quality of services and supports provided to individuals with developmental disabilities to ensure fulfilling lives in the community. | <p>6.1: A minimum of 50 community based service programs will adopt and utilize best practices in Positive Behavioral Supports (PBS) by September 30, 2016.</p> <p>6.2: A minimum of 500 people living with autism and their family members will have the information they need to access services and supports by September 30, 2016.</p> <p>6.3: Increase the capacity to protect human rights and safety of people with developmental disabilities.</p> |
| GOAL AREA: SELF-DETERMINATION GOAL 7: Develop opportunities to assist individuals with developmental disabilities in gaining choice and control and exercise self-direction of the services and supports they receive. | <p>7.1: A minimum of 500 people with developmental disabilities shall have the choice of Department of Developmental Disabilities (DDS) services or qualified DDS providers and shall be able to change their services or service providers by September 30, 2016.</p> <p>7.2: A minimum of 50 people with developmental disabilities will acquire skills needed for self-sufficiency through Independence College by September 30, 2016.</p> |

OUTCOME MEASURES

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|---|--|--|---|--|
| GOAL AREA: TRANSITION OBJECTIVE 1.1: 400 youth with developmental disabilities will graduate from the Self-Advocacy Leadership Series for Youth in Transition by September 30, 2016. | # of meetings; # of partners; # of post-secondary schools to participate; # of school districts; # of students interested; # of locations for trainings | Total number of total meetings held. Total number of collaborative partnerships developed with secondary school systems to identify students and public colleges to provide locations and supports for trainings. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of new trainers; # of new supporters | Total number of trainers increased by adding at least one SALS trainer and supporter certified to conduct youth in transition training. Total number of supporters identified. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of classes; # of students; # of pre-training surveys | Total number of classes held. Total number of students participating in classes. Total number of pre-training surveys completed. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of collaborators; # of youth with disabilities participating; # of career mentors; # of resources provided to youth; Amount of Grant funds awarded | Total number of collaborators identified. Total number of youth with disabilities participating in the Youth Forum. Total number of career mentors. Total number of resources provided to youth. Total amount of grant funds awarded. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of post-training surveys | Total number of participants in post-training surveys. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | OBJECTIVE 1.2: A transition specialist licensure program will be established by December 31, 2014. | # of grant awards; Amount of grant funds awarded | Total number of grant awards disbursed. Total amount of grant funds awarded. | Council Activity and/or Sub-grant activity measures. |
| # of meetings; # of organizations involved | | Total number of meetings held. Total number of organizations involved with stakeholders on Mass. Advocates for Children's Special Ed. Committee. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| Position paper | | Development of position paper on transitional services. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| # of educational opportunities; # of people educated; # of supporters | | Total number of educational opportunities provided. Total number of people educated. Total number of supporters including individuals, families, providers, policymakers and the general public on the benefits of transition specialist qualifications. | Council Activity and/or Sub-grant activity measures. | Quarterly |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|---|---|--|--|-----------|
| OBJECTIVE 1.2: A transition specialist licensure program will be established by December 31, 2014. (Continued) | # of advocacy activities; # of people advocating | Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of meetings; # of organizations involved | Total number of meetings held. Total number of established advocacy partnerships with the Disability Law Center (DLC), Arc and other transition advocates. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| OBJECTIVE 1.3: The Chapter 766 Individual Education Plan process will be integrated with the Chapter 688 Individual Service Plan process through the Bridges to Success and Passages to Independence initiatives by December 31, 2014. | Position paper developed | Develop a position paper on the importance of integrating Chapter 766 with Chapter 688. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of educational opportunities; # of people educated; # of supporters | Total number of educational opportunities provided. Total number of people educated. Total number of supports, including individuals, families, providers and the general public on the benefits of Bridges to Success and Passages to Independence. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of policy initiatives; # of budget initiatives; # of advocacy activities; # of people advocating | Total number of policy initiatives identified. Total number of budget initiatives filed. Total number of advocacy activities initiated. Total number of people advocating for the developmentally disabled. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | | | | |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|---|--|--|--|-----------|
| OBJECTIVE 1.4: Short-term measurable objectives will be a requirement for all Individual Education Plans by December 31, 2014. | # of meetings; # of organizations involved | Total number of meetings held. Total number of advocacy organizations , including Mass. Advocates for Children (MAC), DLC, and other transition advocates. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | 1 position paper developed | Develop position paper on the benefits of utilizing short term objectives for students in special education. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of educational opportunities; # of people educated; # of supporters | Total number of educational opportunities provided. Total number of people educated. Total number of supporters, including individuals, families, providers and the general public on the benefits of utilizing short term objectives. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of advocacy activities; # of people advocating | Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| OBJECTIVE 1.5: The number of students with developmental disabilities attending college in the Inclusive Concurrent Enrollment (ICE) program will increase by 20% by September 30, 2016. | # of meetings; # of organizations involved | Total number of meetings held. Total number of organizations involved, such as the Institute for Community Inclusion. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of educational opportunities; # of people educated; # of supporters | Total number of educational opportunities provided. Total number of people educated. Total number of supporters of the program. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of advocacy activities; # of people advocating | Total number of advocacy activities held. Total number of people participating in advocacy. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of colleges/ universities approached; # of administrators; # of meetings; # of colleges applying for ICE grant; # of dollars available for pilot project | Total number of colleges and universities approached to participate. Total number of school administrators involved. Total number of colleges applying for ICE grant. Total dollars available for the pilot project. | Council Activity and/or Sub-grant activity measures. | Quarterly |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY | |
|--|--|--|---|---|-----------|
| GOAL AREA: LEADERSHIP OBJECTIVE 2.1: A minimum of 100 individuals with disabilities will become effective new leaders in disability advocacy by September 30, 2016. | # of strategies; # of mailings; # of newsletters | Total number of strategies implemented. Total number of unique mailings. Total number of unique newsletters. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | # of leadership training participants; # of trainings | Total number of leadership training participants. Total number of trainings held. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | Amount of grant funds awarded; # of Gopen Fellows | Total amount of grant funds awarded. Total number of Gopen Fellows participating in the DD Network program. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | # of agencies, working groups | Total number of agencies and working groups to identify individuals for SALS training. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | # of trainers; # of supporters | Total number of SALS trainers. Total number of supporters certified to conduct adult SALS. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | # of training opportunities; # of graduates trained | Total number of training opportunities for adults with developmental disabilities in SALS. Total number of graduates who are trained. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | # of opportunities; # of participants (survey data) | Total number of opportunities to actively engage in leadership and systems advocacy. Total number of participants based on survey data. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |
| | OBJECTIVE 2.2: A minimum of 400 individuals with developmental disabilities will engage in disability advocacy by September 30, 2016. | # of partners; # of Allies | Total number of partners in the Self-Advocacy state team. Total number of allies who support the team. | Council Activity and/ or Sub-grant activity measures. | Quarterly |
| | # of trainings; # of people trained | Total number of Legislative Advocacy trainings held. Total number of people trained in advocacy. | Council Activity and/ or Sub-grant activity measures. | Quarterly | |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|--|---|--|--|-----------|
| OBJECTIVE 2.2: A minimum of 400 individuals with developmental disabilities will engage in disability advocacy by September 30, 2016. (Continued) | Amount of Grant funds awarded; # of trainings; # of people trained; # of trainers | Total amount of grant funds awarded. Total number of trainings held. Total number of people trained. Total number of program trainers. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Amount of Grant funds awarded; # of events; # of people attending | Total amount of grant funds awarded. Total number of events held. Total number of people attending events. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| GOAL AREA: EMPLOYMENT OBJECTIVE 3.1: A minimum of 100 individuals with developmental disabilities will establish portfolios for competitive employment by September 30, 2016. | Amount of Grant funds awarded (see objective 2.2) # of partnerships; Coordinated plan for portfolio building training | Total amount of grant funds awarded. Total number of partnerships with MA Advocates Standing Strong and other advocacy groups. Coordinated plan for portfolio building training. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of collaborators; # of individuals reached | Total number of collaborators such as the Independent Living Centers. Total number of individuals reached. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of trainings; # of people trained; # of portfolios completed | Total number of Portfolio Building trainings. Total number of people trained. Total number of portfolios completed. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of educational opportunities; # of people educated | Total number of educational opportunities. Total number of people educated. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| OBJECTIVE 3.2: A minimum of 50 individuals living with autism and other developmental disabilities will receive employment supports through various state agencies by September 30, 2016. | # of advocacy activities; # of people advocating | Total number of advocacy activities held. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|--|---|---|--|-----------|
| OBJECTIVE 3.2: A minimum of 50 individuals living with autism and other developmental disabilities will receive employment supports through various state agencies by September 30, 2016. (Continued) | # of budget and policy initiatives | Total number of budget initiatives. Total number of policy initiatives. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Autism Commission report; List of recommendations | Publishing of the Autism Commission report. List of recommendations from the report. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of collaborations; # of agreements | Total number of collaborations with various state agencies. Total number of agreements developed and implemented. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| GOAL AREA: SUPPORTING FAMILIES OBJECTIVE 4.1: A minimum of 100 families will pursue individualized family support services by September 30, 2016. | # of collaborators; # of meetings | Total number of collaborators such as Mass. Families Organizing for Change (MFOFC). Total number of collaboration meetings held. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of education opportunities; # of people educated | Total number of education opportunities held. Total number of people educated through the programs. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Amount of grant funds awarded; # of collaborators; # of families; # of resources provided to families; # of distinct multicultural groups | Total amount of grant funds awarded. Total number of participating collaborators. Total number of participating families. Total amount of resources provided to families. Total number of distinct multicultural groups involved in grant programs. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of policy initiatives; # of budget initiatives; # of advocacy activities; # of people advocating | Total number of policy initiatives. Total number of budget initiatives. Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|--|--|---|--|-----------|
| OBJECTIVE 4.2: A minimum of 200 families of individuals with developmental disabilities will access information on respite options by September 30, 2016. | Analysis document | Publication of an analysis document on the status of respite services in Massachusetts. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of organizations; # of meetings | Total number of organizations collaborating. Total number of collaborative meetings held. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Database | Establishment of a database of respite providers. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Amount of grant funds awarded; # of education sessions; # of people educated | Total amount of grants awarded. Total number of education sessions held. Total number of people educated through the sessions. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| GOAL AREA: HOMES OBJECTIVE. 5.1: A minimum of 100 individuals with developmental disabilities and families will pursue alternative housing and supported housing options by September 30, 2016. | Analysis document | Publication of an analysis document outlining the barriers to and utilization of alternative housing options. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of partners; # of strategies | Total number of established partnerships with organizations. Total number of strategies developed to enhance the use of effective alternative models. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Amount of grant funds awarded; # of trainings; # of people trained; # of people pursuing alternatives | Total amount of grant funds awarded. Total number of trainings held. Total number of people trained through the program. Total number of people who pursue alternatives. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of education opportunities; # of people educated | Total number of education opportunities provided. Total number of people educated. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of policy initiatives; # of advocacy activities; # of people advocating | Total number of policy initiatives. Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | | | | |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY | |
|---|---|--|--|--|-----------|
| OBJECTIVE 5.2: Individuals with developmental disabilities in state school settings and their families will gain knowledge on the benefits to living in the community to help them transition to community living by September 30, 2016. | Research document | Publication of a research document that includes information about current training and resources. | Council Activity and/or Sub-grant activity measures. | Quarterly | |
| | Amount of grant funds awarded (see objective 2.2); # of partners; # of strategies | Total amount of grant funds awarded. Total number of partnerships with groups such as MA Advocates Standing Strong. Total number of strategies developed. | Council Activity and/or Sub-grant activity measures. | Quarterly | |
| | # of resources | Total number of resources developed or updated. | Council Activity and/or Sub-grant activity measures. | Quarterly | |
| | # of people educated; # of resources shared | Total number of people educated. Total number of resources shared. | Council Activity and/or Sub-grant activity measures. | Quarterly | |
| | # of budget initiatives; # of policy initiatives; # of advocacy activities; # of people advocating | Total number of budget initiatives. Total number of policy initiatives. Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly | |
| | GOAL AREA: COMMUNITY SUPPORTS | Report Glossary of terms; # of best practices identified | Publication of research report. Development of glossary of terms. Total number of best practices identified. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | OBJECTIVE 6.1: A minimum of 50 community based service programs will adopt and utilize best practices in Positive Behavioral Supports (PBS) by September 30, 2016. | # of partners; # of documents | Total number of partners. Total number of documents produced. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of education opportunities; # of people educated; # of policymakers informed | Total number of education opportunities provided. Total number of people educated. Total number of policymakers to whom information is provided. | Council Activity and/or Sub-grant activity measures. | Quarterly | |
| | Amount of grant funds awarded; # of education opportunities; # of providers educated | Total amount of grant awards funded. Total number of educational opportunities provided. Total number of service providers who are educated through the program. | Council Activity and/or Sub-grant activity measures. | Quarterly | |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|---|---|--|--|-----------|
| OBJECTIVE 6.2: A minimum of 500 individuals living with autism and their family members will have the information they need to access services and supports by September 30, 2016. | Documentation of status of services; Report with recommendations | Publication of the research document | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of advocacy efforts; # of people advocating | Total number of advocacy efforts launched. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of outreach activities; # of resource lists | Total number of outreach activities provided. Total number of resources provided in published lists. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of reports and recommendations | Total number of reports and recommendations published. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Amount of grant funds awarded; # of documents; # of TA requests; # of referrals | Total amount of grant funds awarded. Total number of documents written. Total number of technical assistance requests. Total number of program referrals. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of education opportunities; # of people educated; # of policymakers informed | Total number of education opportunities provided. Total number of people educated. Total number of policymakers to whom information is provided. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of budget initiatives; # of policy initiatives; # of advocacy activities; # of people advocating | Total number of budget initiatives. Total number of policy initiatives. Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|--|---|--|--|-----------|
| OBJECTIVE 6.3: Increase the capacity to protect the human rights and safety of individuals with developmental disabilities. | # of partners | Total number of partners, such as the Disability Law Center and Mass. Advocates Standing Strong. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of education opportunities; # of people educated; # of policymakers informed | Total number of education opportunities provided. Total number of people educated. Total number of policymakers to whom information is provided. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of policy initiatives; # of budget initiatives; # of advocacy activities; # of people advocating | Total number of policy initiatives. Total number of budget initiatives. Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| GOAL AREA: SELF-DETERMINATION OBJECTIVE 7.1: A minimum of 500 individuals with developmental disabilities shall have the choice of DDS services or qualified DDS providers and shall be able to change their services or service providers by September 30, 2016. | Amount of grant funds awarded; # of meetings; # of collaborative strategies | Total amount of grant funds awarded. Total number of meetings held. Total number of collaborative strategies developed. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of policies supported; # of recommendations adopted for self-directed supports at DDS | Total number of policies supported to enhance the use of self-directed reports, if "Real Lives" legislation passes. Total number of recommendations adopted for self-directed supports. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of people educated; # of providers trained; # of policymakers informed | Total number of people educated. Total number of providers trained. Total number of policymakers to whom information is provided. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of policy initiatives; # of budget initiatives; # of advocacy activities; # of people advocating | Total number of policy initiatives. Total number of budget initiatives. Total number of advocacy activities. Total number of people advocating. | Council Activity and/or Sub-grant activity measures. | Quarterly |

| GOAL | MEASURE NAME | DEFINITION/NOTE | DATA SOURCE | FREQUENCY |
|---|--|---|--|-----------|
| OBJECTIVE 7.2: A minimum of 50 Individuals with developmental disabilities will acquire skills needed for self-sufficiency through Independence College by September 30, 2016. | Training Coordinator hired | Establishment of a training coordinator position at the Council. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | Amount of grant funds awarded (see objective 2.2); # of partners; # of meetings; # of funding opportunities | Total amount of grant funds awarded. Total number of partners identified. Total number of meetings held. Total number of funding opportunities identified. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of credits assigned per class/training; # of credits needed to graduate | Total number of credits assigned per training class. Total number of credits needed to graduate. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of partners; # of opportunities | Total number of partners identified, such as colleges and businesses. Total number of opportunities provided to | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of students recruited | Total number of students recruited. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of students that graduated | Total number of students that graduate from the first class in 2015. | Council Activity and/or Sub-grant activity measures. | Quarterly |
| | # of students that graduated | Total number of students that graduate from the second class in 2016. | Council Activity and/or Sub-grant activity measures. | Quarterly |

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